

2014

National Comparative Museum Salary Survey

Prepared by the

**American Alliance of Museums
&
New Knowledge Organization Ltd.**



**American
Alliance of
Museums**

**new
knowledge.org**



In collaboration with

Association of Midwest Museums
Mid-Atlantic Association of Museums
Mountain-Plains Museums Association
New England Museum Association
Southeastern Museums Conference
Western Museums Association

2014 National Comparative Museum Salary Survey

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Welcome

Dear Colleagues:

The American Alliance of Museums (AAM) and the six regional museum associations (the Association of Midwest Museums, Mid-Atlantic Association of Museums, Mountain-Plains Museums Association, New England Museum Association, Southeastern Museums Conference and Western Museums Association) are proud to present the *2014 National Comparative Museum Salary Survey*, the only comprehensive study of its kind for our diverse field.

Such a survey has long been demanded by museum professionals across the country, at all stages of their careers, and we are confident this document will prove valuable. It includes detailed analysis of 51 different museum positions in a broad range of categories, both museum-related and individual. In light of the buffeting the field experienced during the recent economic downturn, we've also commented on employment patterns post-2008.

AAM is grateful for the leadership and resources provided by our regional museum association partners and look forward to continuing our collaboration to serve you and to advance the cause of museums everywhere.

Sincerely,

A handwritten signature in black ink, appearing to read "Ford W. Bell". The signature is fluid and cursive, with the first name "Ford" being more prominent.

Ford W. Bell, DVM
President, American Alliance of Museums

1. About the National Salary Survey of Museums

This report summarizes data on museum compensation collected through a U.S. survey deployed by the American Alliance of Museums and six regional museum associations: the Association of Midwest Museums (AMM), Mid-Atlantic Association of Museums (MAAM), Mountain-Plains Museums Association (MPMA), New England Museum Association (NEMA), Southeastern Museums Conference (SEMC) and Western Museums Association (WMA). The data provided by museums includes representation from all 50 states and Puerto Rico.

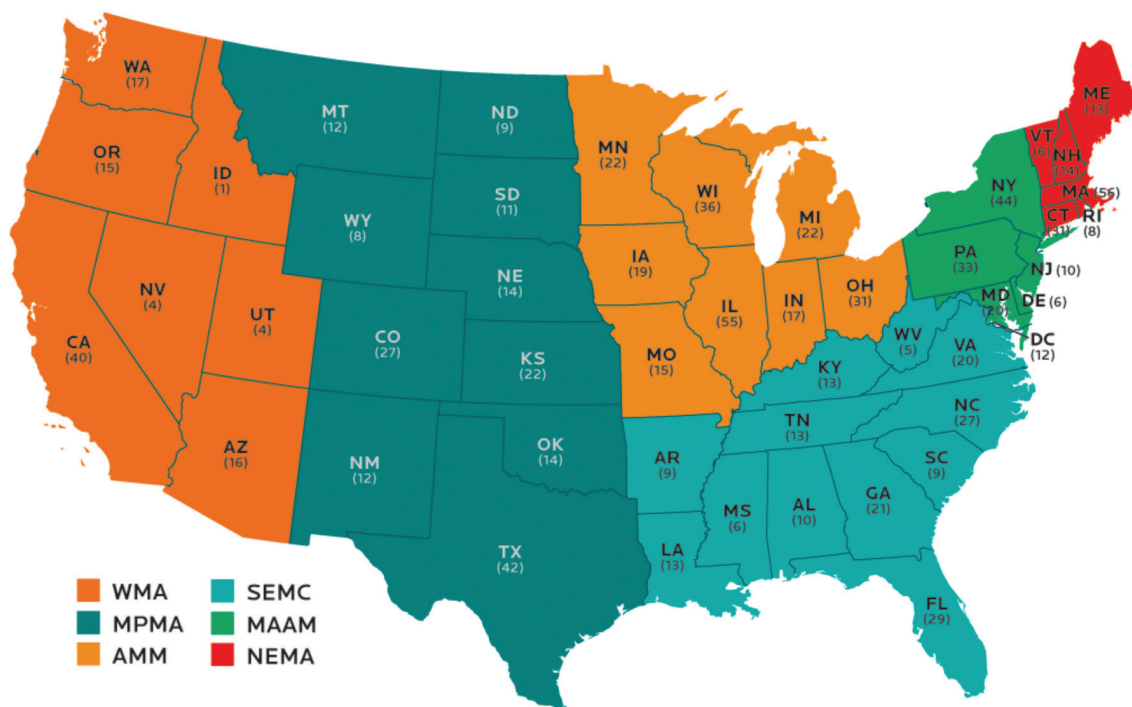


Figure 1.1 Responses from states (excludes Alaska, Hawaii and U.S. Territories).

The survey instrument was developed through a collaborative process based on the *2012 National Comparative Museum Salary Study*. The list of survey recipients was generated by merging each region's institutional membership lists and the AAM institutional database. The survey was deployed in April 2014, with museum representatives asked to report on compensation levels as of Dec. 31, 2013. All data provided in this report was voluntarily contributed by 962 museums in response to a survey distributed to a total of 7,380. Of the 962 responding institutions, 736 provided full salary information across all categories and 226 provided partial data in some categories.

Position descriptions were available upon request from some of the regional leadership if respondents wanted clarification about the positions in the survey.

What's in This Report?

This report includes detailed demographic and salary information for 51 of the most common full-time professional positions in museums as well as information about benefit offerings. Users who want a quick snapshot of prevailing museum salaries across the United States can turn to Table 3.1 (page 19). The report also provides as many angles of comparison as possible, so the data is broken down whenever possible, by institutional characteristics—region, discipline, governance, museum budget size and location (urban/suburban/rural)—and individual demographics (e.g., the gender and education levels of the people in each position).

This report reflects the actual salaries being paid to a sample of museum workers in the United States. It is not intended as a normative description of what salaries in museums ought to be. It is designed to be a practical document for

hiring officials who need to set the salaries of new museum employees, for HR managers and supervisors who want to benchmark the salaries of current employees against regional and national norms, and for museum workers who want to know how they stack up against their peers. It can also be used as an advocacy tool to raise the issue of pay with employers and funding bodies. This report is intended to give individuals contemplating careers in museums an honest and current account of compensation levels in the field.

Interpreting the Survey Data

The analysis in this report is based on information provided by museum institutions about their employees. This information was not independently verified, but the database was closely reviewed for redundant responses, incomplete answers and any obvious reporting errors. While the analysis is based on a robust sample of 962 institutions and 736 reports on full-time employees, it is not a representative sample of all museums or all workers in each position. The survey was sent to 7,380 institutions for which the Alliance has contact information, but these museums are almost certainly not representative of the field as a whole: the database over-represents large museums and art museums, for example.

Sample Size and Significance

In interpreting the data in this publication, note the number of responses listed for each set of figures. This was a voluntary survey, which means that museums could (and often did) pick and choose which questions to answer. Although a total of 736 museums responded to at least some portion of the salary survey, for many questions the response rate was lower. This yields a confidence interval of 3.4% at the 95% confidence level for the 7,380 museums in this sample.

The confidence level tells you how sure you can be about the accuracy of the data. It tells you how likely it is that the “real” answer lies within the confidence interval. Confidence interval is a plus or minus figure that gives you the range within which the “real” answer lies. For these data, when all 736 respondents answer a question, you can be 95% sure that the real figure is within plus or minus 3.4% of the figure listed.

Overall, more responses make for more reliable analysis, which is why we indicate the number of original responses (“n” or “count”) next to items in every table of this report. Data was not shared when there were fewer than three valid responses, but users should be cautious about relying on any salary analysis based on a small number of responses ($n < 30$). This is especially true when looking at subsamples (like the employees of small museums only) or less-common museum positions (like full-time social media managers). That said, even the smallest set of responses can be meaningful for benchmarking purposes, as identifying the right peer group is often more important than the absolute size of the peer group.

Percentiles

In most of the tables, data is presented in the form of percentiles. Percentiles reflect the distribution of survey responses, such as the annual salaries for any given position reported by participating museums. At the 90th percentile, for example, 90% of the reported annual salaries were smaller than or equal to the given value; at the 10th percentile, just 10% of reported salaries were smaller than or equal to the given value. The median (50th percentile), i.e., half of all responses, falls at or below this point. In some places, we use quartiles, which are percentiles that divide the data in four equal parts (quarters) and correspond to the 25th, 50th (median), and 75th percentiles.

Percentiles are useful when the sample size is a minimum of 30. But due to the ways in which salaries are treated, some of the sample sizes fall short of 30. For samples smaller than 14 but greater than 10, only the median, 10th and 90th percentiles were shared. For all samples greater than 14 and less than 30, the data appears in blue to signify the sample is too small to be statistically significant.

Median vs. Means

We use medians rather than “averages” (the arithmetic mean or the sum of all values divided by the number of responses) because they help compensate for skewed datasets with a few very high or very low values. In the few places we do cite averages (M), we include a figure for standard deviation (SD) to give you a feeling for the distribution of the data. A low standard deviation indicates that the rest of the data clusters close to the mean; a high standard deviation indicates that the data is spread out over a large range of values.

Lastly it should be noted that salary data in this report reflects compensation levels as of Dec. 30, 2013.

Key to Abbreviations in the Figures

n = number of responses

M = mean (synonymous with average), i.e., numerical total of the responses divided by n

Median = midpoint, the value found at the n/2 place when answers are sorted by value

SD = a measure of how closely the data clusters around the mean

Acknowledgements

First and most important, thank you to all the museums and individuals who contributed data by participating in the surveys.

The 2014 surveys were conducted collaboratively by the Council of Regions, without whose persistent support, advice and willingness to share resources for the good of the entire field, this report would not be possible. The American Alliance of Museums wishes to acknowledge the generous leaders of the Association of Midwest Museums (Donna Sack), Mid-Atlantic Association of Museums (Michael Cagno and Gretchen Sorin), Mountain-Plains Museums Association (Monta Lee Dakin), New England Museum Association (Dan Yaeger and Heather Riggs), the Southeastern Museums Conference (Susan Perry) and the Western Museums Association (Jason B. Jones and Redmond J. Barnett).

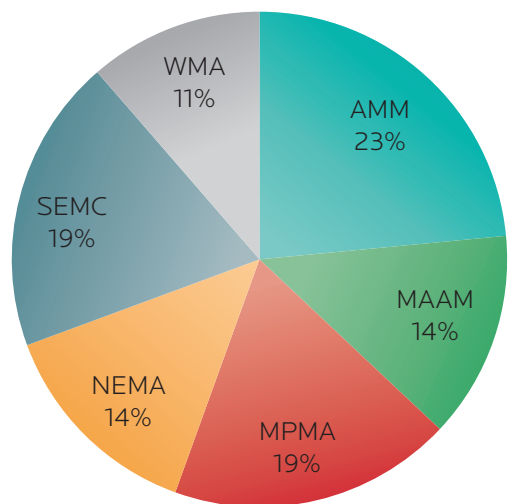
Data analysis for this report was completed by New Knowledge Organization Ltd., led by Shelley J. Rank and Sean Beharry with the support of Christina Shane-Simpson and Rupanwita (Rupu) Gupta, Ph.D. and edited by Nezam Ardalan, all under the supervision of John Fraser, Ph.D. AIA.

2. Who's Here? Respondent Characteristics

Institutional Respondents

The compensation data in this report was provided by a variety of American museums, but do not necessarily represent all types of museums equally. All six museum regions of the country are represented here (see Table 2.1). The largest number of museums in the sample come from the Midwest (Association of Midwest Museums). Note that this analysis only includes the 736 museums that provided complete institutional details.

Figure 2.1 Survey responses by region (n = 924).



Note. AMM = Association of Midwest Museums, MAAM = Mid-Atlantic Association of Museums, MPMA = Mountain-Plains Museums Association, NEMA = New England Museum Association, SEMC = Southeastern Museums Conference, WMA = Western Museums Association.

Almost half of the museums in the sample (46%, n = 429) identified as history museums, broadly defined to include historic houses, historic sites and historical societies (Table 2.1). Just over a fifth of responses came from art museums. This is consistent with other national surveys conducted by the American Alliance of Museums, which typically attract the most responses from history and art museums. The original surveys included 21 disciplinary categories, including the catch-all “combination of disciplines” and “other.” However, we know that science museums of all sorts, living collections (including zoos, aquariums, arboretums and public gardens) and children’s/youth museums are underrepresented in the sample; users who are especially interested in benchmarking salaries from science/technology museums or children’s museums may also want to consult other sources, such as previous salary surveys conducted by the Association of Science-Technology Centers and the Association of Children’s Museums.

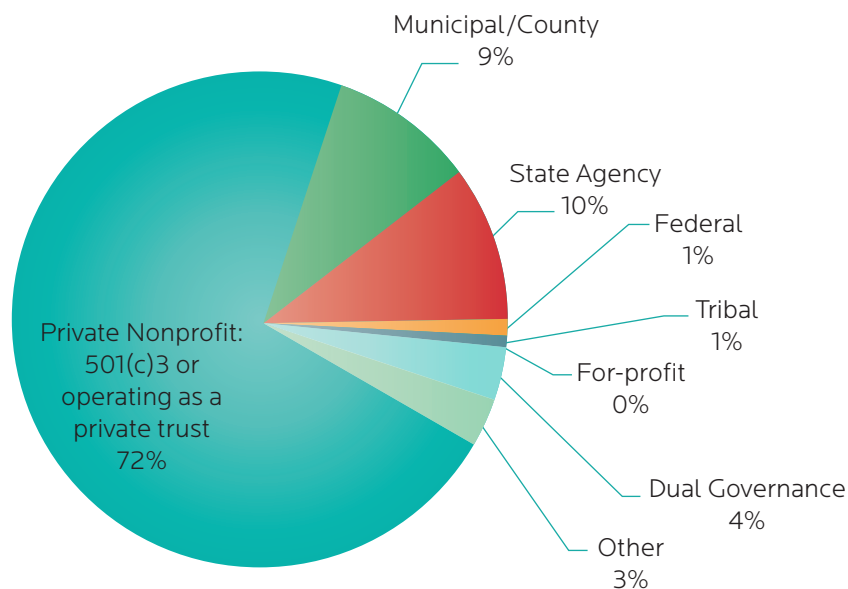
Table 2.1 Survey responses by museum type.

	Count	%
Aquarium	2	0.21%
Anthropology Museum	13	1.39%
Arboretum/Botanical Garden/Public Garden	8	0.86%
Art Museum/Center/Sculpture Garden	210	22.51%
Children’s or Youth Museum	24	2.57%
Ethnically/Culturally/Tribally Specific Museum	16	1.71%
General or Multi-disciplinary Museum	71	7.61%
Hall of Fame	7	0.75%

Historic House	70	7.50%
Historic Site/Landscape	34	3.64%
History Museum	224	24.01%
Historical Society	87	9.32%
Military Museum/Battlefield	14	1.50%
Nature Center	8	0.86%
Natural History Museum	24	2.57%
Planetarium	1	0.11%
Science/Technology Center/Museum	36	3.86%
Specialized Museum	35	3.75%
Transportation	14	1.50%
Zoo/Animal Park	3	0.32%
Other (not listed above)	32	3.43%

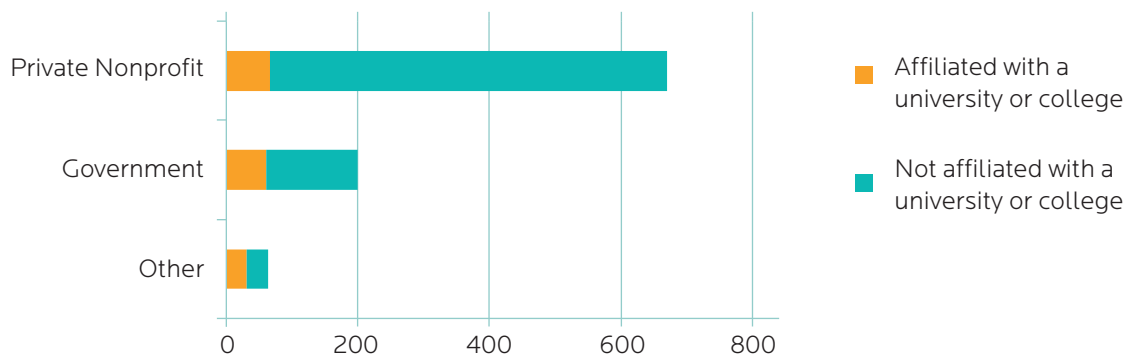
Almost three-fourths of the museums identified themselves as private, nonprofit entities operating as tax-exempt charities under section 501(c)(3) of the U.S. tax code (Figure 2.2). Respondents were only able to select one Governance category. Hence it is possible that some of the institutions hold some form of dual governance. Although we make a distinction in Figure 2.2 between museums operated by the federal government and those operated by state and local governments, for most purposes in this report they are combined into the single category of Government.

Figure 2.2 Survey responses by governance type (n = 935).



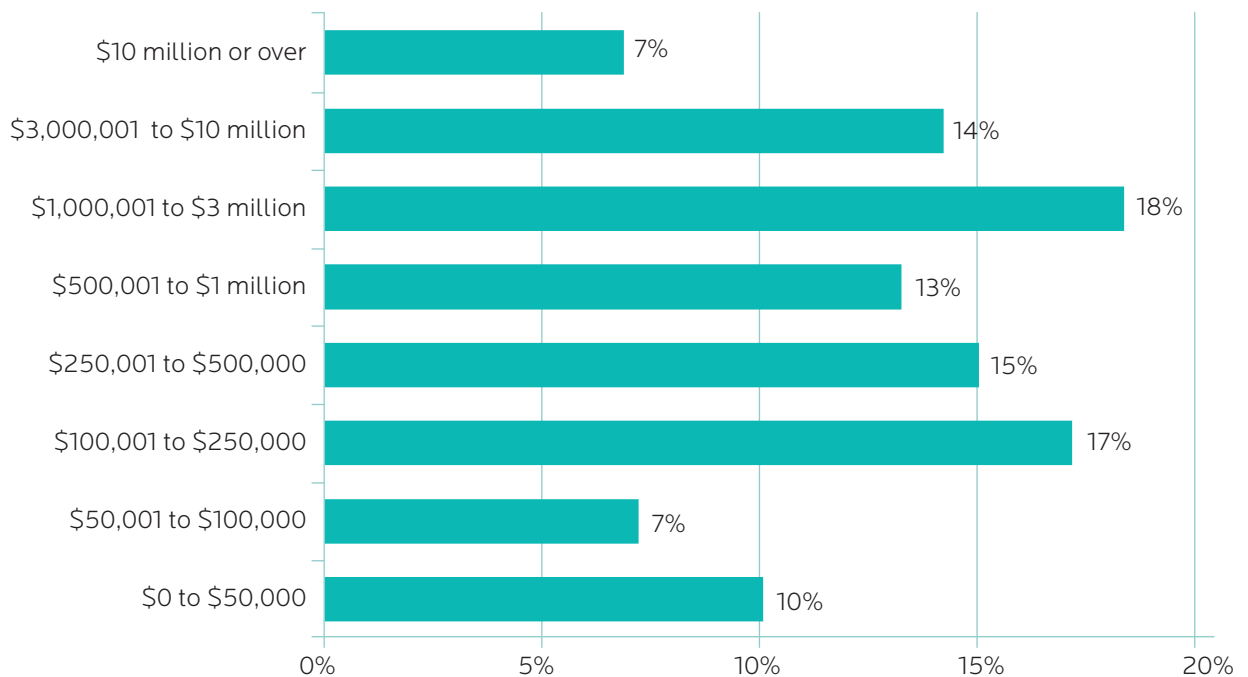
The 2012 *National Comparative Museum Salary Study* included a college/university category, but this year institutions were asked if they were affiliated with a college or university in a separate question.

Figure 2.3 Types of governances affiliated with universities or colleges.



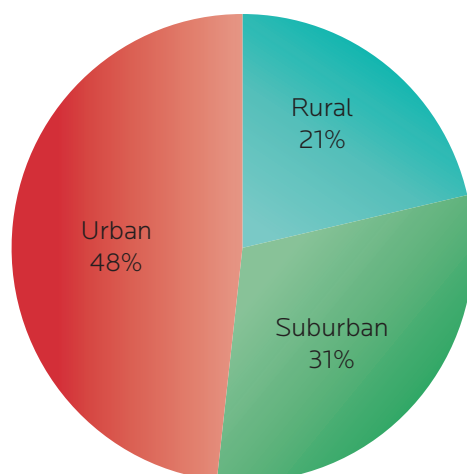
The annual operating budgets of museums responding to the survey ranged from under \$50,000 to over \$10 million. The median budget size was between \$500,001 and \$1 million (Figure 2.4). The greatest number of museums had budgets between \$1,000,001 and \$3 million. This figure reflects operating budgets in the fiscal year ending in 2013.

Figure 2.4 Survey responses by budget size (n = 863).



The museums in the sample come from all types of locations: urban, suburban and rural (Table 2.5). Roughly half of the sample identified as urban museums, one third as suburban museums and one fifth as rural. In the 2012 national salary survey report, respondents were asked to select if their museum was located in an urban, suburban or rural location. NewKnowledge adapted a ZIP code classification scheme created by the National Center for Health Statistics (Ingram & Franco, 2014). Our category of urban lumps together NCHS's central metro and large fringe metro categories; suburban encompasses their medium metro and small metro areas; rural corresponds to their micropolitan and noncore.

Figure 2.5 Survey responses by location type.



As might be expected, museums with the highest operating budgets tended to serve the most visitors a year (see Table 2.2).

Table 2.2 Average (M) and median yearly visitor attendance by operating budget size.

Operating Budget	n	M	Median
\$0 to \$50,000	77	5,689	1,800
\$50,001 to \$100,000	60	5,109	3,000
\$100,001 to \$250,000	142	12,083	7,750
\$250,001 to \$500,000	125	19,784	15,000
\$500,001 to \$1 million	107	44,599	25,000
\$1,000,001 to \$3 million	148	73,236	54,967
\$3,000,001 to \$10 million	114	224,085	150,939
\$10 million or over	51	1,758,527	540,000

Trends in Museum Employment

Figure 2.6 is based on responses from over 700 museums that provided information about total staff size for 2012 and 2013. The survey asked whether the museums experienced an overall increase or decrease in staffing, defined for this question as “full-time regular employees (or FTEs).” Each bar shows the percentage of museums that experienced an increase in staffing (the number on the right) or a decrease in staffing (the number on the left). The difference between the total of these two figures and 100% is the percentage of museums without change in staffing.

In the *2012 National Comparative Museum Salary Study*, significantly more museums saw their staff size decline than grow between 2008 and 2010. This year, when asked to share change in staffing from the end of 2012 to 2013, more museums increased than decreased staff; however, the majority of museums maintained the same staff size (Figure 2.6). The largest museums by budget size did the best job of increasing staff levels: 35.5% of museums with operating budgets above \$3 million experienced a net increase in staffing, as opposed to 7.8% of museums with operating budgets of \$250,000 or below. Regionally museums in the WMA were least likely to face a decline in staffing (6.9%), while MAAM was the most likely to experience net increases in staff (33.0%). Art Museums reported the greatest net growth (35.2%), followed by Other (31.4%), Historic (22.0%) and lastly General or Multidisciplinary (18.0%). General

or Multidisciplinary Museums were the only category within the survey that experienced greater net loss (24.6%) than growth (18.0%). The same pattern was seen in the 2012 survey and suggests that General or Multidisciplinary Museums may have found it more difficult to acquire funding post economic crisis than other types of museums. Private nonprofit museums showed the greatest growth in staff size (30.4%) among Museum Types, while Government and Other exhibited comparable levels of growth (17.9% and 17.3% respectively).

Figure 2.6 Decrease or increase in staff between 2012 and 2013.
Bars representing the number of museums reporting decreases in staff appear to the left of the center line; representing increases in staff to the right of the center line.

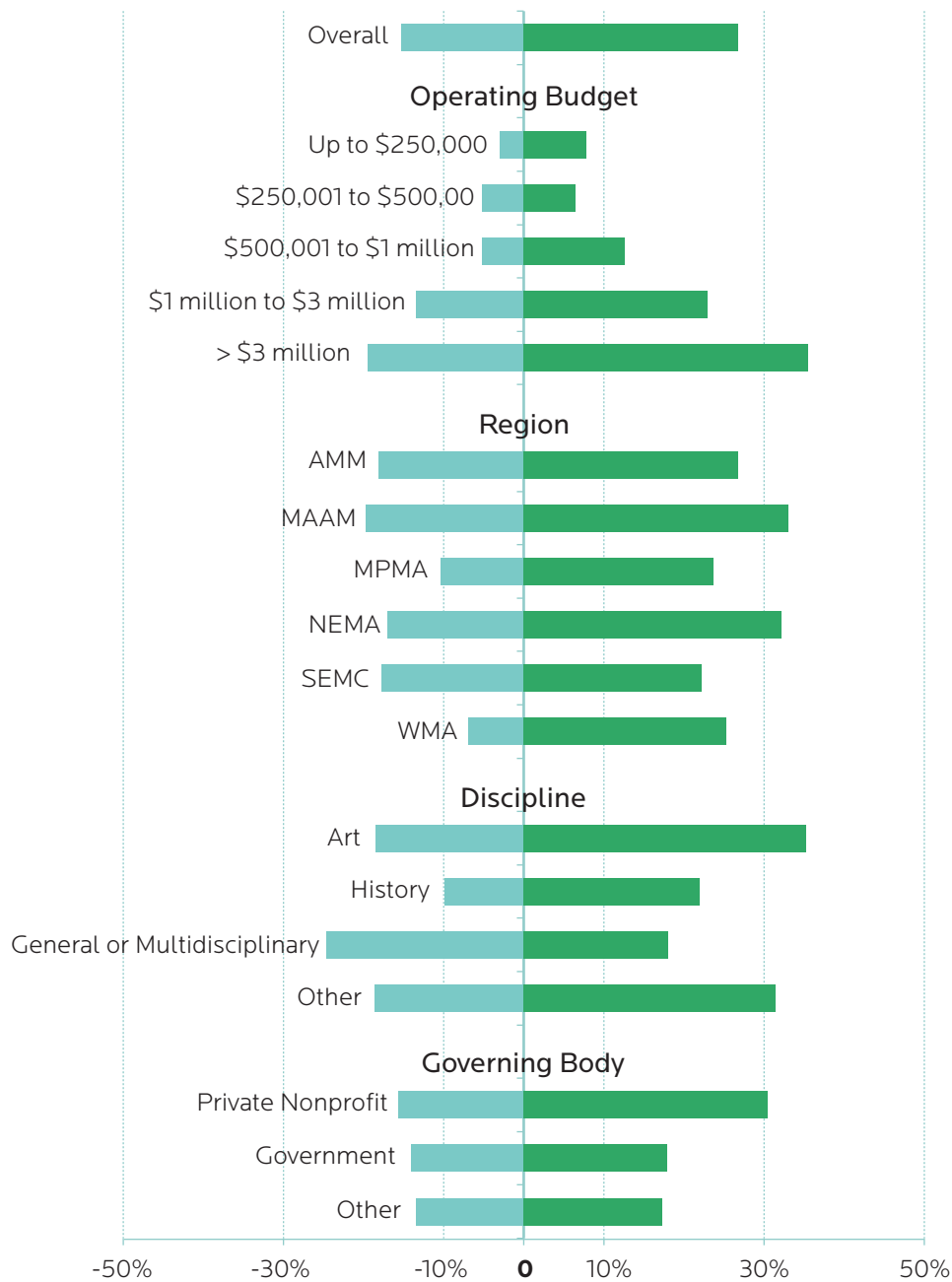


Table 2.3 Average number of employees at institutions by operating budget size.

Operating Budget		Full-time Paid Staff	Part-time Paid Staff	Full-time Unpaid Staff	Part-time Unpaid Staff
\$0 to \$50,000	n	61	65	50	60
	M	0.7	1.2	0.3	5.7
	SD	1.3	1.4	0.8	7.5
\$50,001 to \$100,000	n	47	48	29	40
	M	0.9	1.5	0.8	6.1
	SD	0.5	1.4	3.1	11.4
\$100,001 to \$250,000	n	126	128	75	96
	M	1.6	2.8	0.4	11.2
	SD	1.0	2.8	1	24.7
\$250,001 to \$500,000	n	110	106	66	82
	M	3.4	4.0	0.3	18.8
	SD	2.0	3.7	1.5	48.6
\$500,001 to \$1 million	n	103	99	70	78
	M	6.2	5.8	0.0	24.4
	SD	2.4	5.2	0.7	69.9
\$1,000,001 to \$3 million	n	140	137	91	96
	M	15.2	13.2	0.0	32.2
	SD	9.1	13.3	0.1	72.3
\$3,000,001 to \$10 million	n	109	105	74	82
	M	47.1	35.6	1.7	88.0
	SD	27.3	32.5	13.9	204.6
\$10 million or over	n	48	48	29	31
	M	155.4	69.5	7.7	196.9
	SD	104.0	49.0	37.1	340.1

In the national survey museums were asked if any part of the museum's workforce is unionized. Over 92% of responding institutions indicated that no part of their museum's workforces were unionized (n = 754). Of the 67 institutions in which some part of the workforce was unionized, the union positions were usually in security, maintenance and custodial staff. 41% of museums hire paid seasonal staff (n = 336).

Table 2.4 Total salary expenses by operating budget.

		Total Personnel Salaries	Total Personnel Benefits and Payroll Taxes	Total Personnel Expenses
Up to \$250,000	n	256	230	241
	M	\$57,354	\$10,266	\$64,934
	Median	\$49,250	\$5,645	\$55,680
\$250,001 to \$500,000	n	105	99	98
	M	\$173,536	\$35,661	\$203,161
	Median	\$172,000	\$30,000	\$192,028
\$500,001 to \$1 million	n	91	90	90
	M	\$341,079	\$77,490	\$435,832
	Median	\$301,643	\$61,145	\$376,753
\$1 million to \$3 million	n	131	125	128
	M	\$834,862	\$203,006	\$1,017,284
	Median	\$750,856	\$172,491	\$923,177
> \$3 million	n	141	136	144
	M	\$4,528,018	\$1,160,860	\$5,542,131
	Median	\$3,060,600	\$677,000	\$3,627,122

Employees by Position

This report focuses on full-time paid staff, but most museums rely on a mix of full-time, part-time and volunteer staff. Table 2.6 offers an aggregate picture of this mix across all the museums that responded to the national survey. Given some of the responses to the open-ended remarks at the end of the survey (discussed later), it may be that Table 2.5 understates the extent to which museums rely on unpaid staff and staff who perform duties divided among multiple positions as defined in this survey. Although all positions were dominated by full-time employees, certain positions were more often filled by volunteers than by paid part-time employees. These included: Vice President/Deputy/Associate/Assistant Director-Administration/Operations, Chief Financial Officer/Controller, Conservator A, Coordinator of Exhibitions and Director of Publications/Editor. Additionally people filling the position of Visitor Research & Evaluation B/Visitor Research Associate or Assistant were split equally between full-time and part-time employees.

Table 2.5 Responses by position, with employment status.

Title	Full-time	Part-time	Volunteer	n
Director/CEO/President	90.4%	4.9%	4.7%	758
Vice President/Deputy/Associate/Assistant Director-Administration/Operations	87.3%	6.1%	6.6%	181
Deputy/Associate/Assistant Director-Program	95.3%	4.7%	0.0%	107
Chief Financial Officer/Controller	82.3%	8.0%	9.7%	226
Business Manager	72.0%	24.0%	4.0%	100
Human Resources Director	91.7%	5.8%	2.5%	120
Director/Manager of Information Services & Technology	88.6%	7.6%	3.81	105
Information Services & Technology B	86.4%	8.5%	5.1%	59
Administrative Assistant to Director or Department/Division Head	81.0%	18.2%	0.8%	258
Office Manager	65.8%	31.7%	2.4%	123
Chief of Security	92.9%	4.1%	3.1%	98
Facilities Director	91.8%	6.1%	2.2%	231
Archivist	61.8%	19.4%	18.8%	144
Curator A/Chief Curator	83.8%	10.4%	5.8%	308
Curator B/Senior Curator	92.6%	5.4%	2.0%	148
Curator C/Assistant Curator	79.3%	19.0%	1.7%	121
Curatorial Assistant	59.4%	31.9%	8.7%	138
Registrar A/Collections Manager	78.6%	14.7%	6.7%	285
Registrar B/Assistant Registrar	75.9%	19.4%	4.6%	108
Conservator A	93.2%	2.3%	4.6%	43
Conservator B	87.5%	8.3%	4.2%	24
Head Librarian	72.2%	16.7%	11.1%	90
Librarian Assistant	46.8%	40.3%	12.9%	62
Imaging Manager, Head of Imaging/Visual Services	76.5%	14.7%	8.8%	34
Photographer/Imaging Specialist	65.1%	17.5%	17.5%	63
Educator A/Director of Education	87.9%	10.7%	1.4%	347
Educator B	85.1%	13.9%	1.0%	201
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	75.9%	20.7%	3.4%	29
Educational Assistant	55.1%	42.4%	2.5%	158
Public Programs Manager/Outreach Coordinator	78.6%	16.6%	4.8%	229
Visitor Services Manager	86.0%	12.1%	1.9%	215
Visitor Research & Evaluation B/Visitor Research Associate or Assistant	50%	50%	0%	16
Volunteer Coordinator	62.3%	25.1%	12.6%	167
Exhibition Designer/Chief of Exhibitions	90.2%	5.7%	4.0%	174
Coordinator of Exhibitions	72.5%	12.7%	14.7%	102
Technician/Preparator	80.4%	17.1%	2.5%	199
Vice President/Director of External Affairs	94.5%	3.6%	1.8%	55

Director of Marketing	87.5%	10.3%	2.2%	184
Development A, Vice President/Director of Development	95.2%	3.6%	0.5%	196
Development B	88.9%	11.1%	0.0%	90
Major Gifts Officer	96.5%	1.7%	1.7%	57
Grants Manager	83.0%	10.4%	6.6%	106
Public Relations A, Director of Public Relations	87.9%	6.6%	5.5%	91
Public Relations B	78.3%	21.7%	0.0%	69
Membership A, Director of Membership	83.9%	6.2%	9.8%	112
Membership B	77.4%	22.6%	0.0%	115
Director of Publications/Editor	79.6%	6.1%	14.3%	49
Museum Store Manager	71.3%	20.8%	7.9%	216
Functions Manager (Rentals/Special Events)	82.5%	15.1%	2.4%	126
Social Media Manager	68.1%	19.4%	12.5%	72
Web Manager	63.4%	19.5%	17.1%	82
Graphic Designer	76.3%	18.2%	5.4%	148

One of the most frequent comments made by respondents was that many of their staff wear multiple hats in the museum and take on multiple roles. It should be noted that this survey did not account for that issue, which occurs more often in small museums.

Demographics at a Glance

Table 2.6 and Table 2.7 offer a demographic snapshot of museum professionals, with information about gender, age and academic credentials. The sample is limited to full-time workers for whom the participating museums also provided salary information. The demographic information provided was not always complete. For this reason, we have included sampled sizes (“n”) for every data point. As always, larger samples sizes are more likely to provide an accurate reflection of the field.

Two-thirds of all full-time paid museum professionals in the 2012 survey were women, which is consistent with the results of this year’s survey (n = 3,914). Women outnumbered men in 41 of the 52 full-time positions, ranging from 91.2% of people serving as Administrative Assistant to Director or Department/Division Head to 54.5% classified as Conservator A. Men significantly outnumbered women in just a few areas of museum practice, including IT, exhibit installation, facilities and security. Very few positions demonstrated gender balance; the closest were Imaging Manager, Head of Imaging/Visual Services and Web Manager.

The average age of all museum professionals (including full time, part time and volunteers) in the sample was 41 years.

Table 2.6 Demographics at a glance, gender and age distribution.

Title	Gender				Age			
	Femaie	Male	Unk	n	25th %ile	Median	75th %ile	n
President/CEO/Director	55.6%	43.9%	0.5%	806	49.5	54.5	59.5	781
Vice President/Deputy/Associate/Assistant Director for Administration/Operations	59.7%	38.2%	0.5%	186	41.5	51.0	59.5	181
Deputy/Associate/Assistant Director for Programming	65.7%	32.4%	1.9%	108	34.8	45.0	55.0	106
Chief Financial Officer/Controller	65.2%	33.9%	0.9%	230	45.0	54.0	60.0	225
Business Manager	88.5%	11.5%	0.0%	104	40.0	53.0	60.0	103
Human Resources Director	87.1%	11.3%	1.6%	124	40.0	47.0	58.0	125
Director/Manager of Information Services & Technology	23.1%	75.0%	1.9%	108	35.0	46.0	53.0	107
Information Services & Technology	18.6%	81.4%	0.0%	59	29.0	41.0	50.0	59
Administrative Assistant to Director or Department/Division Head	91.2%	8.8%	0.0%	261	31.0	47.0	55.0	251
Office Manager	88.8%	11.2%	0.0%	125	35.0	51.0	60.0	121

Chief of Security	13.7%	84.3%	2.0%	102	35.8	49.5	56.0	102
Facilities Director	11.9%	86.4%	1.7%	236	45.0	53.0	59.0	234
Archivist	75.2%	22.8%	2.1%	145	30.0	45.0	63.0	145
Curator A/Chief Curator	62.1%	36.3%	0.9%	314	35.0	46.0	59.0	314
Curator B/Senior Curator	57.4%	40.5%	2.0%	148	37.0	47.0	59.0	144
Curator C/Assistant Curator	69.9%	26.0%	4.0%	123	29.0	38.0	46.0	123
Curatorial Assistant	76.6%	19.9%	3.5%	141	25.0	29.0	40.0	141
Registrar A/Collections Manager	81.0%	18.0%	1.0%	289	32.0	41.0	55.0	286
Registrar B/Assistant Registrar	79.3%	18.0%	2.7%	111	25.0	33.0	43.5	113
Conservator A	54.5%	38.6%	6.8%	44	33.5	52.5	59.0	46
Conservator B	72.0%	20.0%	8.0%	25	-	40.0	55.8	26
Head Librarian	75.0%	23.9%	1.1%	92	37.0	50.0	60.0	91
Librarian Assistant	69.8%	23.8%	6.4%	63	24.5	43.0	61.0	65
Imaging Manager, Head of Imaging/Visual Services	44.4%	47.2%	8.4%	36	-	33.5	48.3	38
Photographer/Imaging Specialist	29.2%	69.2%	1.5%	65	29.0	44.5	59.0	66
Educator A/Director of Education	82.7%	16.5%	0.9%	352	33.0	41.0	53.0	353
Educator B	76.1%	22.0%	2.0%	205	29.0	35.0	48.0	206
Visitor Research & Evaluation A/Director of Research & Evaluation/Visitor Research Manager	72%	24%	3%	29	25.0	40.0	50.0	31
Educational Assistant	85.6%	13.1%	1.2%	160	25.0	31.0	47.8	160
Public Programs Manager/Outreach Coordinator	84.5%	15.5%	0.0%	232	28.0	34.0	48.0	230
Visitor Services Manager	77.1%	22.0%	1.0%	218	29.0	41.0	52.0	217
Visitor Research & Evaluation B/Visitor Research Associate or Assistant	75%	25%	0%	16	25.0	39.5	50.0	18
Exhibition Designer/Chief of Exhibitions	31.4%	68.6%	0.0%	175	37.0	48.0	57.0	177
Coordinator of Exhibitions	61.2%	36.9%	2.0%	103	29.0	40.0	53.0	105
Technician/Preparator	11.3%	87.7%	1.0%	203	32.5	43.0	56.0	205
Vice President/Director of External Affairs	83.6%	14.5%	1.8%	55	37.0	47.0	58.0	57
Director of Marketing	78.1%	20.9%	1.1%	187	34.0	44.0	53.0	181
Development A, Vice President/Director of Development	76.8%	22.7%	0.5%	198	38.0	47.0	56.0	195
Development B	78.9%	20.0%	1.1%	90	26.0	35.0	47.0	91
Major Gifts Officer	82.5%	14.0%	3.5%	57	20.3	43.0	53.3	58
Grants Manager	76.9%	22.2%	0.9%	108	27.0	41.0	53.8	108
Public Relations A, Director of Public Relations	80.2%	19.8%	0.0%	91	31.0	41.0	52.0	93
Public Relations B	78.6%	21.4%	0.0%	70	23.3	31.0	42.8	72
Membership A, Director of Membership	84.8%	13.4%	1.8%	112	29.0	36.5	51.3	114
Membership B	92.3%	6.8%	0.9%	117	25.0	30.0	40.5	118
Volunteer Coordinator	88.7%	10.7%	0.6%	168	30.0	41.0	58.0	166
Director of Publications/Editor	69.4%	28.6%	2.0%	49	28.8	46.5	59.0	50
Museum Store Manager	85.7%	12.9%	1.4%	217	30.0	50.0	60.0	217
Functions Manager (Rentals/Special Events)	84.4%	14.8%	0.8%	128	29.0	39.0	53.0	129
Social Media Manager	72.2%	26.4%	1.4%	72	26.0	31.0	40.5	74
Web Manager	48.2%	49.4%	2.4%	83	28.0	37.0	51.0	83
Graphic Designer	69.9%	28.8%	1.3%	153	26.0	33.0	45.0	152

Although the distribution of academic credentials varies from position to position, the museum professionals in this sample, as a group, are very well educated: 90% have earned at least a bachelor's degree, versus 30.4% of the general population age 25 and older (U.S. Census Bureau: State and County Quick Facts). This says nothing about the necessary or desired credentials for each position, just the actual attainments of the incumbents.

Table 2.7 Demographics at a glance: highest degree attained.

Title	High school	2-year degree	4-year degree	Master's degree	Doctorate	Other	n
President/CEO/Director	2.7%	1.5%	26.3%	39.2%	15.9%	2.6%	779
Vice President/Deputy/Associate/Assistant Director for Administration/Operations	1.2%	1.2%	45.1%	45.7%	5.6%	1.2%	162
Deputy/Associate/Assistant Director for Programming	0.0%	0.0%	34.3%	56.6%	9.1%	0.0%	99
Chief Financial Officer/Controller	2.5%	2.5%	46.0%	43.1%	2.5%	3.5%	202
Business Manager	9.7%	14.0%	53.8%	18.3%	0.0%	4.3%	93
Human Resources Director	4.7%	1.9%	57.9%	33.6%	0.0%	1.9%	107
Director/Manager of Information Services & Technology	71%	4.7%	62.4%	22.4%	3.5%	0.0%	85
Services & Technology	13.3%	11.1%	60.0%	13.3%	0.0%	2.2%	45
Administrative Assistant to Director or Department/Division Head	16.8%	8.4%	60.2%	13.3%	0.9%	0.4%	226
Office Manager	25.0%	14.4%	51.0%	9.6%	0.0%	0.0%	104
Chief of Security	25.7%	10.0%	51.4%	10.0%	0.0%	2.9%	70
Facilities Director	32.4%	6.9%	48.6%	11.0%	0.0%	1.2%	173
Archivist	0.8%	0.8%	32.5%	61.1%	4.0%	0.8%	126
Curator A/Chief Curator	1.4%	0.3%	20.2%	57.9%	19.5%	0.7%	297
Curator B/Senior Curator	0.8%	0.0%	18.3%	52.7%	27.5%	0.8%	131
Curator C/Assistant Curator	2.9%	1.0%	22.9%	56.2%	13.3%	3.8%	105
Curatorial Assistant	5.9%	0.9%	47.5%	43.2%	0.9%	1.7%	118
Registrar A/Collections Manager	2.7%	0.8%	40.0%	55.0%	3.1%	1.2%	260
Registrar B/Assistant Registrar	2.2%	0.0%	50.0%	46.7%	0.0%	1.1%	90
Conservator A	5.7%	0.0%	37.1%	45.7%	5.7%	5.7%	35
Conservator B	0.0%	0.0%	22.2%	66.7%	0.0%	11.1%	18
Head Librarian	0.0%	1.2%	24.7%	69.1%	4.9%	0.0%	81
Librarian Assistant	9.1%	0.0%	49.1%	34.6%	3.6%	3.6%	55
Imaging Manager, Head of Imaging/Visual Services	0.0%	0.0%	48.3%	44.8%	0.0%	6.9%	29
Photographer/Imaging Specialist	7.4%	0.0%	61.1%	25.9%	3.7%	1.9%	54
Educator A/Director of Education	0.6%	0.6%	29.1%	63.9%	5.2%	0.6%	330
Educator B	1.6%	1.1%	41.8%	52.4%	1.6%	1.1%	189
Visitor Research & Evaluation A/ Director of Research & Evaluation/ Visitor Research Manager	0.0%	0.0%	39.3%	35.7%	25.0%	0.0%	28
Educational Assistant	4.3%	3.6%	67.6%	23.7%	0.0%	0.7%	139
Public Programs Manager/Outreach Coordinator	4.7%	0.9%	57.5%	35.5%	1.4%	0.0%	214
Visitor Services Manager	13.8%	5.5%	65.8%	14.4%	0.0%	0.6%	181
Visitor Research & Evaluation B/ Visitor Research Associate or Assistant	15.0%	8.0%	54.0%	15.0%	8.0%	0.0%	13

Exhibition Designer/Chief of Exhibitions	3.0%	3.0%	51.5%	35.6%	5.0%	2.0%	152
Coordinator of Exhibitions	8.0%	1.0%	53.0%	30.0%	6.0%	2.0%	89
Technician/Preparator	15.8%	5%	59.4%	17.8%	1.0%	1.0%	154
Vice President/Director of External Affairs	0.0%	0.0%	52.0%	46.0%	2.0%	0.0%	50
Director of Marketing	1.0%	1.0%	70.0%	25.0%	1.0%	2.0%	162
Development A, Vice President/ Director of Development	1.0%	0.0%	63.0%	33.0%	1.0%	2.0%	174
Development B	3.0%	0.0%	66.0%	22.0%	4.0%	5.0%	74
Major Gifts Officer	2.0%	0.0%	70.0%	24.0%	4.0%	2.0%	46
Grants Manager	2.0%	0.0%	57.6%	33.3%	5.1%	2%	93
Public Relations A, Director of Public Relations	0.0%	3.0%	64.4%	28.7%	3.0%	1.0%	80
Public Relations B	3.0%	5.0%	67.0%	23.0%	0.0%	2.0%	60
Membership A, Director of Members	3.0%	2.0%	69.0%	25.0%	0.0%	1.0%	93
Membership B	9.9%	2.0%	74.3%	12.9%	1.0%	0.0%	102
Volunteer Coordinator	6.1%	2.0%	64.6%	26.3%	0.0%	1.0%	143
Director of Publications/Editor	5.0%	0.0%	45.0%	38.0%	10.0%	2.0%	42
Museum Store Manager	10.0%	5.0%	75.0%	8.0%	0.0%	2.0%	183
Functions Manager (Rentals/Special Events)	10.9%	4.0%	73.3%	11.9%	0.0%	0.0%	113
Social Media Manager	7.9%	5.0%	66.3%	18.8%	0.0%	2.0%	64
Web Manager	4.9%	4.9%	69.6%	16.7%	2.0%	2.0%	65
Graphic Designer	2.0%	2.0%	84.2%	10.9%	0.0%	1.0%	131

3. Overview of Museum Salaries (Full-time Positions)

This section presents an overview of the typical salaries paid to museum professionals in 52 full-time positions. Table 3.1 provides the most detailed overview of the individual positions, with salaries listed at the 10th, 25th, 50th (median), 75th and 90th percentile levels. Table 3.2 lists median salaries broken out by region. Table 3.3 lists median salaries, broken out by museum budget size.

A few things to remember while reviewing these tables:

- The salary figures represent annual base salaries only and do not include any other forms of compensation (benefits, bonuses, nonmonetary perks, etc.)
- Salaries were reported as of December 2013. When using salaries for benchmarking or planning, they should be adjusted accordingly for subsequent inflation.
- Museum budgets in this report are operating budgets, usually for the fiscal year that included December 2013, but sometimes for the next most recently completed fiscal year, which might not have included December 2013.
- Position descriptions appear in Chapter 4; they were available to survey respondents upon request.

The *2011 Salary & Benefits Survey* from the Southeastern Museums Conference, which draws upon similar data as that within this report, includes some good advice about using quartiles to review institutional salary structures:

You can ... use the data to assess horizontal equity: How does your registrar's salary, for example, compare with the shop manager's? Is one in the bottom quartile and the other near the top? Why?

Some institutions are able to aim for salaries in a given quartile as an institutional goal. If you have major collections, work in a particularly expensive community or put a high priority on employee compensation, you might aim for salaries in the third or fourth quartile. If you have upgrading salaries as a general goal, assess which quartiles currently apply to your institution and calculate what it would cost to shift up a quartile.

Table 3.1 Salaries at a glance.

	n	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile
President/CEO/Executive Director	705	\$33,445	\$50,303	\$80,000	\$135,305	\$227,000
Vice President/Deputy/Associate/ Assistant Director for Administration/ Operations	167	\$40,000	\$62,000	\$88,000	\$125,000	\$188,110
Deputy/Associate/Assistant Director for Programming	107	\$26,294	\$42,000	\$68,000	\$90,000	\$121,240
Chief Financial Officer/Controller	199	\$41,000	\$62,830	\$84,000	\$120,000	\$148,500
Business Manager	94	\$18,230	\$32,375	\$41,711	\$56,095	\$69,000
Human Resources Director	112	\$41,090	\$51,000	\$74,363	\$90,309	\$118,841
Director/Manager of Information Services & Technology	95	\$44,903	\$58,782	\$73,150	\$95,000	\$120,000
Information Services & Technology B	55	\$27,701	\$42,049	\$51,413	\$65,000	\$83,712
Administrative Assistant to Director or Department/Division Head	257	\$15,000	\$28,000	\$37,472	\$47,025	\$57,409
Office Manager	119	\$13,125	\$18,500	\$30,000	\$38,000	\$48,000
Chief of Security	93	\$35,256	\$45,389	\$57,063	\$72,467	\$87,350
Facilities Director	221	\$30,000	\$41,000	\$55,000	\$78,482	\$95,600
Archivist	117	\$12,132	\$28,500	\$40,000	\$47,289	\$62,516
Curator A/Chief Curator	288	\$24,950	\$37,500	\$52,800	\$73,154	\$100,000
Curator B/Senior Curator	144	\$35,000	\$45,819	\$60,037	\$76,860	\$97,000
Curator C/Assistant Curator	118	\$17,874	\$32,300	\$42,012	\$51,000	\$64,398

Curatorial Assistant	124	\$7,000	\$18,790	\$30,000	\$35,538	\$43,008
Registrar A/Collections Manager	261	\$17,458	\$34,310	\$43,000	\$53,751	\$64,130
Registrar B/Assistant Registrar	104	\$12,819	\$27,995	\$36,484	\$42,300	\$49,500
Conservator A	39	\$41,580	\$54,154	\$65,086	\$94,512	\$97,602
Conservator B	22	\$23,828	\$41,036	\$55,942	\$66,963	\$72,844
Head Librarian	78	\$22,653	\$37,206	\$46,348	\$61,261	\$72,556
Librarian Assistant	55	\$9,565	\$16,524	\$29,358	\$35,346	\$40,904
Imaging Manager, Head of Imaging/ Visual Services	32	\$27,884	\$31,539	\$44,605	\$57,500	\$74,020
Photographer/Imaging Specialist	51	\$15,249	\$33,800	\$41,400	\$52,035	\$58,195
Educator A/Director of Education	339	\$28,080	\$36,842	\$49,846	\$63,134	\$83,466
Educator B	199	\$15,000	\$32,000	\$39,933	\$47,300	\$56,258
Visitor Research & Eval A/Director of Research & Eval/Visitor Research Manager	28	\$21,300	\$38,486	\$46,660	\$60,000	\$71,000
Educational Assistant	148	\$8,755	\$19,030	\$25,649	\$32,000	\$38,000
Public Programs Manager/Outreach Coordinator	217	\$19,110	\$28,000	\$37,000	\$45,000	\$53,035
Visitor Services Manager	208	\$17,152	\$28,775	\$37,837	\$50,000	\$60,589
Visitor Research & Eval B/Visitor Research Associate or Assistant	15	\$8,400	\$12,729	\$25,000	\$30,685	\$53,840
Exhibition Designer/Chief of Exhibitions	165	\$39,492	\$46,607	\$59,224	\$74,725	\$90,906
Coordinator of Exhibitions	87	\$21,840	\$32,175	\$41,496	\$50,000	\$62,186
Technician/Preparator	193	\$14,658	\$29,500	\$38,000	\$44,060	\$51,920
Vice President/Director of External Affairs	54	\$47,000	\$72,147	\$94,374	\$125,463	\$175,716
Director of Marketing	178	\$33,166	\$43,966	\$58,000	\$78,008	\$99,047
Development A, Vice President/Director of Development	196	\$47,029	\$58,787	\$78,675	\$109,019	\$148,600
Development B	89	\$27,000	\$35,000	\$45,000	\$61,775	\$84,872
Major Gifts Officer	55	\$40,476	\$55,000	\$69,600	\$78,000	\$117,172
Grants Manager	99	\$30,000	\$41,800	\$50,000	\$62,700	\$75,000
Public Relations A, Director of Public Relations	85	\$28,000	\$43,279	\$55,488	\$70,274	\$84,938
Public Relations B	70	\$15,940	\$24,026	\$36,025	\$45,599	\$55,901
Membership A, Director of Membership	100	\$28,024	\$35,000	\$45,000	\$62,019	\$77,926
Membership B	113	\$14,615	\$25,293	\$32,500	\$38,569	\$45,749
Volunteer Coordinator	139	\$15,000	\$26,000	\$33,280	\$39,862	\$48,000
Director of Publications/Editor	41	\$32,400	\$45,509	\$58,349	\$79,237	\$104,747
Museum Store Manager	191	\$17,100	\$28,133	\$36,800	\$49,268	\$62,800
Functions Manager (Rentals/Special Events)	124	\$18,287	\$32,075	\$40,200	\$50,143	\$68,250
Social Media Manager	63	\$12,337	\$30,504	\$36,771	\$43,260	\$50,000
Web Manager	64	\$5,677	\$34,250	\$46,501	\$63,075	\$70,400
Graphic Designer	138	\$12,445	\$30,141	\$39,468	\$50,000	\$57,536

Looking at the regional distribution of salaries, we note that museum salaries are generally highest in the MAAM (44 positions) and the WMA (39 positions), and lowest in the MPMA (44 positions) and SEMC (42 positions).

Table 3.2 Full-time employee salaries at a glance by region.

	AMM		MAAM		MPMA		NEMA		SEMC		WMA	
	n	Median	n	Median	n	Median	n	Median	n	Median	n	Median
President/CEO/ Executive Director	157	\$88,223	84	\$110,500	116	\$59,008	90	\$103,500	119	\$78,925	72	\$83,000
Vice President/ Deputy/Associate/ Assistant Director for Administration/ Operations	42	\$97,414	22	\$96,500	17	\$88,000	25	\$97,828	38	\$78,737	12	\$76,800
Deputy/Associate/ Assistant Director for Programming	33	\$71,484	10	\$80,000	15	\$68,289	14	\$66,276	19	\$50,000	7	\$90,000
Chief Financial Officer/ Controller	51	\$103,000	30	\$94,048	20	\$84,784	35	\$78,780	22	\$76,500	20	\$84,217
Business Manager	13	\$42,000	12	\$55,453	8	\$38,945	17	\$53,988	12	\$39,000	6	\$36,250
Human Resources Director	35	\$82,000	13	\$76,000	12	\$72,874	13	\$72,100	18	\$61,000	12	\$84,708
Director/Manager of Information Services & Technology	30	\$80,602	13	\$94,350	10	\$79,199	13	\$73,921	12	\$62,500	10	\$70,180
Information Services & Technology B	20	\$54,979	8	\$53,750	7	\$51,698	6	\$41,237	2	--	6	\$62,500
Administrative Assistant to Director or Department/Division Head	58	\$40,875	30	\$43,040	28	\$38,700	28	\$43,900	34	\$37,891	23	\$42,900
Office Manager	16	\$36,109	9	\$44,209	11	\$30,000	16	\$35,575	19	\$34,043	7	\$36,300
Chief of Security	27	\$64,000	13	\$69,044	12	\$50,857	15	\$57,063	12	\$47,500	10	\$64,800
Facilities Director	62	\$64,785	27	\$70,000	26	\$53,440	35	\$58,000	34	\$48,000	18	\$67,796
Archivist	19	\$44,800	10	\$43,000	17	\$41,706	17	\$45,614	14	\$41,500	9	\$42,200
Curator A/Chief Curator	62	\$54,649	38	\$60,104	39	\$50,721	36	\$62,000	45	\$50,000	26	\$55,500
Curator B/Senior Curator	36	\$59,902	16	\$60,833	16	\$60,846	22	\$51,686	24	\$58,356	18	\$73,201
Curator C/Assistant Curator	29	\$43,181	15	\$49,600	18	\$43,929	9	\$41,200	15	\$42,840	8	\$58,500
Curatorial Assistant	15	\$34,650	11	\$36,500	12	\$31,421	14	\$33,083	18	\$31,463	10	\$33,904
Registrar A/Collections Manager	54	\$47,165	30	\$48,429	36	\$42,365	31	\$51,006	38	\$42,551	26	\$47,115
Registrar B/Assistant Registrar	23	\$40,091	12	\$35,724	15	\$34,800	8	\$39,116	11	\$41,850	11	\$38,000
Conservator A	11	\$64,432	6	\$70,650	6	\$70,297	8	\$58,127	3	\$--	4	\$78,000
Conservator B	9	\$50,500	3	\$--	2	\$--	4	\$62,875	1	\$--	1	\$--
Head Librarian	20	\$55,839	10	\$44,340	12	\$55,314	10	\$43,532	7	\$64,300	5	\$45,000
Librarian Assistant	8	\$34,748	4	\$36,673	10	\$32,309	2	--	3	--	2	--
Imaging Manager, Head of Imaging/Visual Services	7	\$46,676	2	\$--	7	\$33,600	4	\$46,500	3	\$--	3	\$--
Photographer/Imaging Specialist	12	\$46,531	4	\$53,555	11	\$42,500	4	\$36,920	6	\$41,189	3	\$--
Educator A/Director of Education	70	\$55,500	41	\$57,000	52	\$47,118	48	\$49,991	56	\$50,426	29	\$53,040
Educator B	46	\$41,456	23	\$45,000	23	\$40,000	30	\$39,323	31	\$39,632	13	\$40,800
Visitor Research & Eval A/Director of Research & Eval/Visitor Research Manager	10	\$48,941	2	\$--	2	\$--	4	\$58,000	4	\$48,540	0	

Educational Assistant	26	\$30,600	11	\$32,000	12	\$27,500	12	\$32,155	16	\$30,034	7	\$31,616
Public Programs Manager/Outreach Coordinator	49	\$40,000	22	\$40,000	24	\$37,900	27	\$39,270	34	\$37,132	19	\$45,000
Visitor Services Manager	41	\$47,000	25	\$49,000	24	\$40,729	36	\$37,900	33	\$35,000	20	\$42,750
Visitor Research & Eval B/Visitor Research Associate or Assistant	2	\$--	0		2	\$--	1	\$--	3	\$--	0	
Exhibition Designer/Chief of Exhibitions	48	\$59,775	19	\$60,337	27	\$51,028	19	\$73,252	24	\$60,628	17	\$62,000
Coordinator of Exhibitions	26	\$44,075	4	\$41,750	9	\$37,218	10	\$50,144	15	\$38,064	5	\$43,035
Technician/Preparator	37	\$40,700	22	\$42,840	23	\$38,220	19	\$41,000	36	\$36,386	16	\$42,018
Development B	20	\$60,275	12	\$53,039	13	\$42,000	15	\$40,000	12	\$40,586	6	\$56,453
Major Gifts Officer	23	\$75,000	7	\$65,000	3	\$--	9	\$74,999	7	\$40,989	6	\$66,750
Grants Manager	33	\$56,000	10	\$52,350	5	\$46,363	14	\$58,375	17	\$46,460	8	\$52,150
Public Relations A, Director of Public Relations	29	\$51,500	10	\$69,774	8	\$58,763	10	\$65,000	15	\$50,000	3	\$--
Public Relations B	13	\$41,000	7	\$42,800	7	\$43,758	5	\$33,000	13	\$36,000	7	\$46,000
Membership A, Director of Membership	30	\$55,750	14	\$46,000	6	\$54,586	18	\$52,500	21	\$35,000	3	\$--
Membership B	28	\$34,872	7	\$40,300	14	\$29,498	12	\$35,682	12	\$33,500	13	\$36,000
Volunteer Coordinator	35	\$36,312	13	\$39,253	14	\$37,086	6	\$32,000	18	\$33,500	12	\$36,450
Director of Publications/Editor	21	\$55,916	4	\$86,410	5	\$60,179	3	\$97,136	4	\$61,259	0	
Museum Store Manager	33	\$42,000	24	\$45,387	19	\$40,000	26	\$39,000	28	\$37,000	19	\$45,000
Functions Manager (Rentals/Special Events)	38	\$43,811	14	\$38,500	11	\$43,000	16	\$45,902	16	\$43,500	8	\$43,000
Social Media Manager	20	\$40,800	5	\$42,210	6	\$36,884	6	\$42,306	7	\$33,500	5	\$43,200
Web Manager	20	\$62,400	6	\$47,409	6	\$46,573	7	\$54,075	7	\$41,762	4	\$66,889
Graphic Designer	38	\$42,900	11	\$49,032	14	\$40,192	16	\$44,500	21	\$38,800	11	\$52,180

While all positions are represented in museum institutions with the two highest operating budget ranges, there are a number of positions that from the survey responses appear to be mostly absent as full-time positions from smaller institutions (see Table 3.3).

Table 3.3 Salaries at a glance by budget size.

	Up to \$250,000		\$250,001 to \$500,000		\$500,001 to \$1 million		\$1 million to \$3 million		> \$3 million	
	n	Median	n	Median	n	Median	n	Median	n	Median
Vice President/Deputy/Associate/Assistant Director for Administration/Operations	10	\$36,015	8	\$36,338	14	\$47,000	39	\$71,400	92	\$102,365
Deputy/Associate/Assistant Director for Programming	13	\$23,500	6	\$31,768	14	\$50,408	17	\$56,060	56	\$88,453
Chief Financial Officer/Controller	3	\$--	3	\$--	9	\$43,210	54	\$63,215	118	\$100,000
Business Manager	10	\$14,100	13	\$29,000	17	\$37,000	29	\$45,000	23	\$61,137
Human Resources Director	1	--	0	--	2	--	10	\$48,175	89	\$76,000
Director/Manager of Information Services & Technology	2	--	0	--	3	\$50,000	7	\$45,259	78	\$76,193
Information Services & Technology B	2	--	1	--	1	--	6	\$38,500	37	\$52,000
Administrative Assistant to Director or Department/Division Head	34	\$19,360	18	\$21,920	20	\$28,500	53	\$37,000	123	\$45,450

Office Manager	23	\$14,400	22	\$26,887	26	\$28,350	32	\$34,597	16	\$44,852
Chief of Security					3	--	14	\$41,300	67	\$57,120
Facilities Director	8	\$30,000	6	\$35,500	21	\$32,000	64	\$44,875	112	\$70,967
Archivist	16	\$13,430	13	\$29,000	21	\$37,210	21	\$42,848	43	\$45,500
Curator A/Chief Curator	49	\$32,000	37	\$37,500	42	\$45,435	68	\$58,778	85	\$77,250
Curator B/Senior Curator	3	--	3	--	15	\$47,045	35	\$49,000	79	\$70,000
Curator C/Assistant Curator	9	\$18,050	7	\$31,000	8	\$30,939	24	\$38,248	64	\$48,338
Curatorial Assistant	16	\$7,000	11	\$20,200	10	\$30,594	25	\$24,000	58	\$34,665
Registrar A/Collections Manager	23	\$15,000	29	\$29,000	33	\$36,421	61	\$42,000	103	\$51,636
Registrar B/Assistant Registrar	5	\$10,035	5	\$26,000	3	--	19	\$26,004	63	\$39,232
Conservator A	1	--	0	--	0	--	5	\$72,000	30	\$65,043
Conservator B	0	--	1	--	0	--	1	--	18	\$55,942
Head Librarian	5	\$16,045	0	--	5	\$42,000	17	\$46,700	49	\$47,823
Librarian Assistant	3	\$14,500	2	--	4	\$20,193	13	\$17,300	32	\$34,051
Imaging Manager, Head of Imaging/ Visual Services	2	--	0	--	1	--	5	\$43,790	23	\$46,676
Photographer/Imaging Specialist	2	--	1	--	2	--	10	\$36,677	35	\$46,441
Educator A/Director of Education	15	\$20,000	37	\$33,000	60	\$40,000	99	\$48,000	117	\$65,000
Educator B	8	\$20,000	8	\$33,563	17	\$29,952	54	\$36,970	101	\$45,000
Visitor Research & Eval A/Director of Research & Eval/Visitor Research Manager	2	--	0	--	0	--	8	\$43,849	17	\$56,000
Educational Assistant	7	\$10,000	10	\$13,009	15	\$20,784	42	\$22,878	68	\$31,366
Public Programs Manager/Outreach Coordinator	17	\$22,422	17	\$28,920	26	\$34,496	53	\$34,924	94	\$42,000
Visitor Services Manager	12	\$10,018	9	\$20,000	27	\$26,000	51	\$34,000	102	\$47,530
Visitor Research & Eval B/Visitor Research Associate or Assistant	1	--	1	--	2	--	4	\$24,997	7	\$30,685
Exhibition Designer/Chief of Exhibitions	4	\$28,816	5	\$38,731	16	\$45,000	37	\$49,600	95	\$65,000
Coordinator of Exhibitions	6	\$13,552	3	--	9	\$36,000	22	\$39,000	41	\$45,515
Technician/Preparator	9	\$14,000	13	\$15,600	14	\$28,876	40	\$34,573	106	\$40,382
Vice President/Director of External Affairs	0	--	0	--	1	--	10	\$58,050	40	\$98,249
Director of Marketing	5	\$40,000	7	\$27,000	15	\$33,779	48	\$50,000	96	\$70,500
Development A, Vice President/ Director of Development	3	\$60,969	6	\$35,750	8	\$52,804	62	\$61,925	107	\$99,000
Development B	1	--	2	--	10	\$33,500	23	\$39,000	49	\$55,906
Major Gifts Officer							6	\$63,470	47	\$70,000
Grants Manager	4	\$40,750	0	--	4	\$37,300	14	\$32,739	72	\$53,401
Public Relations A, Director of Public Relations	1	--	2	\$24,750	3	\$28,000	19	\$41,000	53	\$59,160
Public Relations B	2	--	1	\$24,000	8	\$21,700	16	\$31,693	40	\$42,514
Membership A, Director of Membership	2	--	2	\$29,500	7	\$28,000	21	\$36,500	63	\$53,300
Membership B	1	--	3	\$18,000	4	\$14,860	34	\$27,637	64	\$34,973
Volunteer Coordinator	8	\$14,000	1	--	16	\$18,470	28	\$30,450	81	\$37,065
Director of Publications/Editor	1	--	0	--	1	--	6	\$41,150	31	\$65,000
Museum Store Manager	8	\$12,750	13	\$12,000	14	\$31,033	58	\$32,127	87	\$47,190
Functions Manager (Rentals/Special Events)	1	--	9	\$26,500	14	\$27,000	25	\$32,500	69	\$45,840
Social Media Manager	5	\$10,562	3	--	4	\$22,000	13	\$35,000	36	\$42,544
Web Manager	4	\$1,500	3	--	6	\$30,000	5	\$45,000	42	\$53,982
Graphic Designer	7	\$5,000	4	\$6,427	7	\$23,138	23	\$35,636	92	\$45,000

4. Salary Details for Full-time Positions

This section provides another view of the annual salaries for 51 museum positions. There is one table for each full-time position, with the data broken out by region, budget size, museum discipline, museum governance, museum location, gender and the academic credentials of employees. See Chapter 2 for more details on how each of these categories has been defined and analyzed.

Looking across the 51 tables, a few common trends stand out. Generally speaking (and this is not surprising), there is a correlation between budget size and salaries. Furthermore, although there are exceptions, senior staff members at art museums tend to make more than their counterparts at other museums, but this does not seem to be the case for mid-level or entry-level staff. Urban and suburban museums tend to pay higher salaries than rural museums, with most of the exceptions in positions with small sample sizes (and thus less reliable statistically). Also unsurprisingly, there is a trend for individuals with higher education levels to receive higher salaries than their counterparts with lower education levels. Interestingly, and may be explained by age. Twenty-one of the positions were reported as being filled by at least some individuals whose highest level of educational attainment was, at most, a degree from a 2-year program. These positions ranged from senior to entry-level staff.

Earlier we discussed the gender balance of museum employees as reflected in this data sample. Although women fill the majority of jobs in most positions, it is clear from these tables that they typically are paid less than their male peers. The exceptions (where the median salary for women is higher than the median salary for men) are: Informational Services and Technology B, Administrative Assistant to Director or Department/Division Head, Imaging Manager, Head of Imaging/Visual Services, Educator B, Coordinator of Exhibitions and Major Gifts Officer. It should be noted that salary differential between men and women often collapses at a lower percentile. It may be that institutions with larger budgets or those that can afford to pay higher salaries are driving the discrepancies between male and female salary size. Saying that, some of the comparisons are based on small numbers of responses and may not be representative of the actual gender distribution of salaries. Some of the gender gap might also be explained by differences in academic credentials or time in position, but we have not tested these theories.

The positions are not in alphabetical order but instead reflect broad functional groupings as outlined below. The position descriptions were developed over a number of years by the New England Museum Association with input from other regional and state museum associations and experts in museum management and human resources.

Administrative Staff

Director/CEO/President

Provides institutional leadership; reports to and works with the board; plans, organizes and directs museum activities; is responsible for policy making and funding; directs personnel and financial management; is responsible for professional practices. Typical qualifications: advanced degree in academic or related field; significant administrative experience. Additional qualifications and specific duties vary widely.

Table 4.1 Director/CEO/President.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$35,800	\$50,000	\$88,223	\$171,168	\$300,000	157
	MAAM	\$53,874	\$69,500	\$110,500	\$156,138	\$277,750	84
	MPMA	\$32,350	\$42,000	\$59,009	\$99,355	\$181,615	116
	NEMA	\$52,000	\$66,158	\$103,500	\$160,327	\$244,960	90
	SEMC	\$36,000	\$53,000	\$78,925	\$125,000	\$200,000	119
	WMA	\$46,000	\$58,583	\$83,000	\$140,381	\$247,522	72
Budget size	Up to \$250,000	\$28,100	\$33,500	\$42,250	\$53,275	\$70,900	150
	\$250,001–\$500K	\$41,000	\$50,000	\$58,066	\$69,000	\$85,094	99
	\$500,001–\$1M	\$52,400	\$60,000	\$76,214	\$92,582	\$115,457	93
	\$1,000,001–\$3M	\$73,737	\$85,714	\$107,825	\$132,000	\$152,890	135
	>\$3M	\$112,865	\$150,000	\$192,000	\$268,496	\$334,971	155
Discipline	Art	\$55,000	\$74,595	\$122,418	\$200,000	\$305,042	156
	History	\$33,445	\$45,000	\$62,500	\$97,000	\$150,654	275
	Combination	\$43,999	\$55,825	\$85,094	\$131,000	\$212,953	57
	All others	\$38,933	\$60,000	\$105,441	\$174,040	\$252,378	156
Governance	Nonprofit	\$36,080	\$52,500	\$84,741	\$157,410	\$250,000	471
	Government	\$39,449	\$55,000	\$84,344	\$114,250	\$172,000	134
	All others	\$48,200	\$58,500	\$97,419	\$121,318	\$188,706	41
Location	Urban	\$46,597	\$65,000	\$107,825	\$180,701	\$275,000	319
	Suburban	\$40,288	\$55,000	\$85,000	\$129,083	\$187,783	198
	Rural	\$30,000	\$36,000	\$55,000	\$78,183	\$108,600	126
Gender	Female	\$36,000	\$49,625	\$71,293	\$120,000	\$182,537	356
	Male	\$45,400	\$62,500	\$101,600	\$174,759	\$283,642	293
Highest degree completed	< 2-year degree	\$29,900	\$33,600	\$49,000	\$92,663	\$345,582	15
	4-year degree	\$32,000	\$44,681	\$70,000	\$122,500	\$196,702	163
	Master's	\$40,160	\$55,000	\$80,400	\$125,500	\$200,800	357
	Doctorate	\$53,099	\$84,000	\$140,000	\$212,000	\$332,760	103

In museums with operating budgets up to \$250K, women outnumber men 2 to 1 in director positions. The disparity decreases with budget size, and at museums with budgets at or above \$1M, the ratio flips and men start to outnumber women. At museums with budgets over \$3M, the ratio of female to male directors is 1 to 1.3. The fact that women directors are more common in small museums may explain some of the pay disparity as well. Women directors earn 71 cents for every dollar earned by male directors, as calculated from the medians in this survey. The comparable wage gap nationally is 82 cents to the dollar (national data taken from the Institute for Women's Policy Research report *The Gender Wage Gap: 2013*).

Figure 4.1. Salaries of Director/CEO/President by gender and museum operating budget. Icons (squares and circles) connected by lines represent the median salaries for men and women. Icons above the lines indicate the maximum salaries for each gender, those below the lines the minimum salaries.



Additional information on this position appears in Appendix C.

Vice President/Deputy/Associate/Assistant Director

Responsible for several areas of administration, possibly including finance, restaurant, retail operations, personnel, information technology, buildings and security; supervision of several administrative professionals. Typical qualifications: business degree or administrative experience in a majority of the areas related to duties.

Table 4.2 Vice President/Deputy/Associate/Assistant Director.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$38,973	\$64,800	\$97,415	\$135,075	\$275,339	42
	MAAM	\$51,050	\$79,500	\$96,500	\$133,477	\$199,400	22
	MPMA	\$37,494		\$88,000		\$149,640	17
	NEMA	\$57,200	\$77,344	\$97,828	\$148,735	\$231,480	25
	SEMC	\$40,000	\$51,500	\$78,737	\$99,197	\$125,000	38
	WMA	\$57,860		\$76,800		\$178,500	12
Budget size	Up to \$250,000		\$33,550	\$40,000	\$75,000	.	7
	\$250,001–\$500K		\$30,794	\$37,675	\$62,000	.	7
	\$500,001–\$1M	\$40,000		\$49,750		\$111,000	12
	\$1,000,001–\$3M	\$45,400	\$60,000	\$69,700	\$88,600	\$103,600	36
	>\$3M	\$65,034	\$85,000	\$103,730	\$141,689	\$215,200	91
Discipline	Art	\$48,400	\$67,119	\$100,000	\$137,550	\$268,862	53
	History	\$40,000	\$60,000	\$84,000	\$122,215	\$153,624	41
	Combination	\$40,034		\$63,682		\$93,638	11
	All others	\$51,800	\$65,000	\$90,000	\$124,000	\$179,000	51
Governance	Nonprofit	\$46,000	\$62,750	\$95,911	\$132,500	\$199,400	112
	Government	\$41,268	\$65,000	\$80,000	\$95,000	\$125,617	35
	All others	\$42,261		\$79,000		\$137,590	10
Location	Urban	\$53,000	\$74,000	\$100,000	\$135,000	\$200,000	99
	Suburban	\$44,000	\$61,250	\$86,355	\$100,028	\$141,395	44
	Rural	\$33,392		\$60,000		\$94,744	13
Gender	Female	\$40,000	\$54,800	\$80,687	\$106,120	\$163,000	95
	Male	\$60,000	\$79,000	\$99,000	\$137,250	\$197,960	61
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$40,000	\$53,125	\$74,700	\$98,000	\$147,318	60
	Master's	\$47,547	\$78,000	\$92,250	\$127,000	\$193,640	71
	Doctorate		\$75,000	\$100,000	\$120,000	.	7

Additional information on this position appears in Appendix C.

Deputy/Associate/Assistant Director for Programming

Responsible for several programmatic areas including collections, exhibitions and education; supervision of several program area professionals. Typical qualifications: advanced degree or administrative experience in a majority of the areas related to duties.

Table 4.3 Deputy/Associate/Assistant Director for Programming.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$33,926	\$56,345	\$71,484	\$117,075	\$192,294	33
	MAAM	\$26,350		\$80,000		\$109,500	10
	MPMA	\$35,200		\$68,289		\$146,000	15
	NEMA	\$30,077		\$66,277		\$150,595	14
	SEMC	\$25,000		\$50,000		\$101,914	19
	WMA		\$67,600	\$90,000	\$115,864	.	7
Budget size	Up to \$250,000		\$23,125	\$29,309	\$44,750	.	8
	\$250,001–\$500K		\$27,500	\$33,536	\$41,000	.	5
	\$500,001–\$1M	\$26,600		\$50,408		\$90,957	14
	\$1,000,001–\$3M	\$33,842		\$56,060		\$90,000	17
	>\$3M	\$53,608	\$69,364	\$87,906	\$115,700	\$182,600	55
Discipline	Art	\$33,975	\$46,817	\$83,113	\$119,398	\$199,000	22
	History	\$26,133	\$41,064	\$60,530	\$85,329	\$104,340	36
	Combination		\$41,694	\$70,425	\$90,332	.	6
	All others	\$33,684	\$52,000	\$71,484	\$102,600	\$148,120	35
Governance	Nonprofit	\$32,968	\$47,408	\$69,938	\$102,300	\$130,907	77
	Government	\$35,000		\$67,600		\$101,914	19
	All others			--	.	.	3
Location	Urban	\$37,000	\$56,015	\$77,500	\$102,450	\$132,267	64
	Suburban	\$28,268	\$43,951	\$60,157	\$88,750	\$122,325	24
	Rural	\$21,324		\$36,000		\$67,631	11
Gender	Female	\$34,268	\$43,515	\$68,000	\$87,121	\$110,432	64
	Male	\$34,400	\$50,500	\$84,933	\$113,750	\$165,700	32
Highest degree completed	< 2-year degree						0
	4-year degree	\$23,050	\$32,408	\$44,634	\$68,072	\$89,900	30
	Master's	\$40,200	\$53,340	\$70,000	\$88,953	\$119,380	53
	Doctorate		\$93,950	\$106,000	\$122,932	.	9

Chief Financial Officer/Controller

Responsible for overall financial management and accounting. Typical qualifications: business or accounting degree or equivalent.

Table 4.4 Chief Financial Officer/Controller.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$58,280	\$75,000	\$103,000	\$133,000	\$159,269	51
	MAAM	\$70,300	\$79,248	\$94,048	\$129,940	\$166,300	30
	MPMA	\$33,120		\$84,785		\$149,649	20
	NEMA	\$48,896	\$62,200	\$78,780	\$104,000	\$141,320	35
	SEMC	\$51,500		\$76,500		\$151,140	22
	WMA	\$56,026		\$84,217		\$212,809	20
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M		\$41,605	\$50,000	\$78,950	.	5
	\$1,000,001–\$3M	\$40,795	\$50,000	\$64,244	\$75,000	\$90,180	46
	>\$3M	\$67,080	\$79,687	\$100,619	\$132,859	\$157,342	117
Discipline	Art	\$51,739	\$69,000	\$95,000	\$137,000	\$195,382	55
	History	\$51,200	\$62,900	\$79,374	\$104,000	\$133,759	45
	Combination	\$55,603	\$68,963	\$81,426	\$105,858	\$129,028	16
	All others	\$46,372	\$69,842	\$97,627	\$127,936	\$155,950	62
Governance	Nonprofit	\$51,600	\$70,358	\$95,000	\$126,474	\$154,700	157
	Government	\$41,808	\$57,687	\$69,367	\$83,136	\$103,341	17
	All others		\$54,948	\$75,375	\$105,719	.	6
Location	Urban	\$57,700	\$73,625	\$97,098	\$127,770	\$154,771	128
	Suburban	\$40,159	\$62,250	\$74,901	\$102,222	\$151,900	44
	Rural		\$45,560	\$73,645	\$98,578	.	8
Gender	Female	\$52,719	\$68,373	\$84,072	\$118,600	\$145,700	117
	Male	\$47,792	\$66,300	\$95,000	\$132,800	\$159,364	61
Highest degree completed	< 2-year degree		\$55,450	\$68,250	\$76,020	.	9
	4-year degree	\$46,496	\$65,000	\$84,000	\$105,000	\$128,186	73
	Master's	\$56,800	\$74,802	\$99,000	\$132,717	\$162,800	75
	Doctorate			--	.	.	3

Business Manager

Responsible for one or more administrative functions (accounting, personnel, purchasing, etc.). Typical qualifications: business degree or equivalent.

Table 4.5 Business Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$32,244		\$42,000		\$73,610	13
	MAAM	\$38,960		\$55,453		\$83,200	12
	MPMA		\$36,378	\$38,945	\$55,468	.	8
	NEMA	\$38,600		\$53,988		\$79,067	17
	SEMC	\$30,000		\$39,000		\$77,900	12
	WMA		\$28,911	\$36,250	\$42,000	.	6
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K		\$29,750	\$30,500	\$38,500	.	6
	\$500,001–\$1M	\$30,323		\$38,500		\$46,500	14
	\$1,000,001–\$3M	\$35,433	\$39,125	\$45,650	\$54,993	\$63,970	26
	>\$3M	\$45,360		\$62,544		\$80,431	22
Discipline	Art	\$34,155		\$45,600		\$79,890	22
	History	\$30,300	\$38,500	\$45,650	\$59,903	\$73,700	32
	Combination		\$36,000	\$45,000	\$51,750	.	5
	All others	\$33,578		\$44,500		\$77,540	11
Governance	Nonprofit	\$32,600	\$38,000	\$45,000	\$55,000	\$72,400	51
	Government	\$30,800		\$41,552		\$69,396	13
	All others		\$50,625	\$67,550	\$79,725	.	6
Location	Urban	\$35,433	\$40,300	\$46,250	\$63,247	\$79,248	36
	Suburban	\$31,750	\$37,000	\$41,711	\$58,247	\$63,546	24
	Rural	\$28,681		\$42,250		\$78,270	10
Gender	Female	\$32,500	\$37,918	\$45,600	\$58,833	\$72,500	64
	Male		\$40,000	\$42,000	\$80,616	.	7
Highest degree completed	< 2-year degree	\$32,050		\$46,036		\$62,585	16
	4-year degree	\$32,300	\$36,378	\$43,500	\$58,833	\$71,600	32
	Master's	\$37,258		\$48,800		\$85,046	13
	Doctorate			--			0

Human Resources Director

Responsible for all personnel functions including recruitment, hiring, compensation and benefits; oversees trainings, policy development and implementation; may supervise administrative staff or implement program directly. Typical qualification: business or related degree or equivalent.

Table 4.6 Human Resources Director.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$45,989	\$60,860	\$82,000	\$105,000	\$175,287	35
	MAAM	\$42,900		\$76,000		\$122,880	13
	MPMA	\$49,687		\$72,874		\$134,410	12
	NEMA	\$39,578		\$72,100		\$137,278	13
	SEMC	\$40,400		\$61,000		\$86,715	18
	WMA	\$43,604		\$84,709		\$116,000	12
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K						0
	\$500,001–\$1M			--	.	.	2
	\$1,000,001–\$3M		\$40,250	\$48,175	\$50,750	.	8
	>\$3M	\$45,224	\$60,215	\$77,701	\$94,600	\$119,500	84
Discipline	Art	\$52,000	\$67,357	\$76,000	\$90,000	\$119,000	29
	History	\$41,900	\$49,840	\$60,000	\$78,600	\$89,416	25
	Combination		\$45,000	\$50,000	\$79,874	.	9
	All others	\$42,000	\$62,000	\$86,350	\$107,179	\$145,000	39
Governance	Nonprofit	\$42,000	\$52,250	\$76,000	\$95,000	\$120,000	89
	Government	\$45,000		\$69,765		\$98,140	13
	All others			--	.	.	2
Location	Urban	\$46,140	\$56,527	\$78,000	\$95,000	\$125,360	73
	Suburban	\$39,016	\$49,468	\$69,883	\$88,817	\$106,220	28
	Rural			--	.	.	3
Gender	Female	\$42,500	\$51,372	\$75,025	\$90,000	\$106,000	89
	Male	\$43,320		\$75,000		\$190,858	13
Highest degree completed	< 2-year degree		\$40,000	\$68,672	\$86,350	.	7
	4-year degree	\$42,150	\$51,250	\$76,000	\$93,750	\$106,859	52
	Master's	\$47,810	\$60,430	\$75,000	\$89,496	\$122,520	33
	Doctorate						0

Director/Manager of Information Services & Technology

General administrative responsibility for information, technology and network management; may provide direct systems support; may supervise several technical or data subordinates; may supervise website. Typical qualifications: B.A. or B.S. with several years of related experience, understanding of museum needs, possible technical or management degree.

Table 4.7 Director/Manager of Information Services & Technology.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$50,613	\$65,561	\$80,602	\$107,187	\$181,832	30
	MAAM	\$46,320		\$94,350		\$135,143	13
	MPMA	\$46,926		\$79,199		\$118,536	10
	NEMA	\$60,500		\$73,921		\$128,878	13
	SEMC	\$31,600		\$62,500		\$93,100	12
	WMA	\$50,840		\$70,180		\$203,600	10
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K						0
	\$500,001–\$1M			--	.	.	3
	\$1,000,001–\$3M			--		.	4
	>\$3M	\$52,309	\$63,173	\$77,000	\$95,500	\$120,005	77
Discipline	Art	\$52,097	\$62,177	\$73,921	\$110,000	\$199,152	25
	History	\$47,609	\$53,835	\$70,720	\$85,563	\$95,700	22
	Combination		\$50,000	\$58,400	\$75,385	.	7
	All others	\$47,660	\$62,000	\$81,000	\$105,356	\$127,442	35
Governance	Nonprofit	\$50,000	\$62,500	\$81,000	\$104,678	\$130,000	69
	Government	\$45,392	\$50,992	\$65,000	\$71,478	\$82,877	20
	All others			--			1
Location	Urban	\$55,288	\$63,259	\$80,102	\$104,339	\$136,000	62
	Suburban	\$42,917	\$50,000	\$65,000	\$83,013	\$95,038	27
	Rural			--			1
Gender	Female	\$42,583		\$87,365		\$114,000	19
	Male	\$50,613	\$60,662	\$72,250	\$92,998	\$120,000	70
Highest degree completed	< 2-year degree		\$50,325	\$60,268	\$85,276	.	8
	4-year degree	\$46,319	\$60,000	\$73,000	\$92,531	\$110,836	47
	Master's	\$50,288		\$74,000		\$122,000	17
	Doctorate			--			1

Information Services & Technology B

Provides direct support for museum hardware, software and/or network systems; may act as a specialist supporting one system or as a generalist supporting several or all systems. Typical qualifications: technical degree or several years of experience.

Table 4.8 Information Services & Technology B.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$40,200	\$43,916	\$54,979	\$79,803	\$143,815	20
	MAAM		\$37,771	\$53,750	\$62,500	.	8
	MPMA		\$45,030	\$51,698	\$58,427	.	7
	NEMA		\$36,803	\$41,237	\$46,213	.	6
	SEMC			--	.	.	2
	WMA		\$48,172	\$62,500	\$70,948	.	6
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K				.	.	1
	\$500,001–\$1M			--			1
	\$1,000,001–\$3M			--	.	.	3
	>\$3M	\$41,370	\$48,000	\$52,500	\$67,000	\$83,275	35
Discipline	Art	\$29,532	\$41,237	\$55,000	\$76,325	\$117,778	25
	History	\$45,336		\$51,849		\$84,849	10
	Combination			--	.	.	3
	All others	\$35,425		\$50,500		\$83,665	10
Governance	Nonprofit	\$36,286	\$43,420	\$51,849	\$65,000	\$85,982	42
	Government		\$44,449	\$54,686	\$71,130	.	6
	All others			--			1
Location	Urban	\$39,469	\$43,467	\$52,250	\$70,920	\$87,769	38
	Suburban	\$28,893		\$50,000		\$79,216	11
	Rural						0
Gender	Female		\$38,347	\$52,500	\$70,200	.	9
	Male	\$40,400	\$44,617	\$51,698	\$65,000	\$83,520	39
Highest degree completed	< 2-year degree		\$44,169	\$48,094	\$51,556	.	9
	4-year degree	\$29,180	\$41,606	\$52,250	\$65,500	\$82,996	22
	Master's		\$38,699	\$47,000	\$60,000	.	5
	Doctorate						0

Administrative Assistant to Director or Department/Division Head

Assists director in a variety of ways, which may include clerical duties as well as assistance on special projects. Typical qualifications: B.A. plus related experience.

Table 4.9 Administrative Assistant to Director or Department/Division Head.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$25,800	\$34,731	\$40,876	\$54,000	\$63,853	58
	MAAM	\$32,460	\$35,375	\$43,041	\$51,250	\$64,500	30
	MPMA	\$21,800	\$28,250	\$38,700	\$46,671	\$55,000	28
	NEMA	\$28,000	\$35,138	\$43,900	\$47,770	\$57,809	28
	SEMC	\$28,250	\$31,500	\$37,892	\$47,704	\$63,550	34
	WMA	\$22,909	\$33,069	\$42,900	\$54,912	\$61,330	23
Budget size	Up to \$250,000	\$15,200		\$27,976		\$42,802	13
	\$250,001–\$500K	\$21,019		\$29,750		\$39,800	10
	\$500,001–\$1M	\$21,800		\$32,332		\$54,409	15
	\$1,000,001–\$3M	\$27,280	\$32,100	\$39,500	\$43,950	\$51,935	41
	>\$3M	\$33,999	\$38,000	\$46,301	\$55,000	\$65,000	119
Discipline	Art	\$31,320	\$35,000	\$42,840	\$52,531	\$60,000	69
	History	\$24,718	\$33,242	\$41,333	\$48,079	\$56,311	54
	Combination	\$22,654		\$39,869		\$68,365	18
	All others	\$25,510	\$32,312	\$39,148	\$50,978	\$62,404	62
Governance	Nonprofit	\$26,000	\$33,035	\$42,000	\$49,877	\$60,945	149
	Government	\$28,200	\$35,250	\$40,400	\$50,057	\$55,050	40
	All others	\$33,555		\$44,100		\$59,529	15
Location	Urban	\$28,000	\$34,718	\$42,446	\$50,159	\$59,000	134
	Suburban	\$28,561	\$35,000	\$40,072	\$50,875	\$63,452	54
	Rural	\$17,600		\$33,447		\$51,561	16
Gender	Female	\$27,370	\$33,907	\$41,269	\$49,384	\$59,400	182
	Male	\$28,178	\$35,000	\$41,000	\$48,667	\$50,983	20
Highest degree completed	< 2-year degree	\$20,910	\$28,000	\$39,900	\$47,228	\$55,000	39
	4-year degree	\$27,990	\$33,485	\$38,950	\$47,000	\$61,598	105
	Master's	\$32,733	\$36,250	\$45,450	\$51,417	\$56,055	25
	Doctorate						1

Office Manager

Typically oversees and carries out various accounts payable and receivable processes; processes weekly payroll records; prepares monthly and quarterly financial reports; deals with museum vendors; ensures that the central business office is adequately equipped with supplies and materials; performs wide variety of general secretarial duties as required. Typical qualifications: B.A. and two years of related experience.

Table 4.10 Office Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$23,500		\$36,110		\$65,595	16
	MAAM		\$30,250	\$44,209	\$51,235	.	9
	MPMA	\$16,256		\$30,000		\$48,826	11
	NEMA	\$22,903		\$35,575		\$49,684	16
	SEMC	\$15,840		\$34,043		\$50,164	19
	WMA		\$30,160	\$36,300	\$42,000	.	7
Budget size	Up to \$250,000			--		.	4
	\$250,001–\$500K	\$15,288		\$30,000		\$37,300	16
	\$500,001–\$1M	\$22,800		\$39,140		\$64,383	17
	\$1,000,001–\$3M	\$28,662	\$31,375	\$35,575	\$38,870	\$52,648	28
	>\$3M	\$27,496		\$45,494		\$74,469	13
Discipline	Art	\$20,300	\$31,090	\$36,650	\$44,847	\$61,230	20
	History	\$17,789	\$27,000	\$34,000	\$44,209	\$52,957	27
	Combination	\$23,210		\$34,522		\$56,497	10
	All others	\$26,218	\$30,500	\$33,765	\$38,810	\$48,600	21
Governance	Nonprofit	\$22,960	\$28,958	\$35,000	\$44,209	\$53,255	55
	Government	\$21,800	\$28,240	\$35,000	\$43,000	\$70,864	15
	All others		\$30,073	\$35,500	\$38,855	.	8
Location	Urban	\$24,916	\$30,120	\$37,000	\$47,156	\$55,517	46
	Suburban	\$25,077	\$30,250	\$36,110	\$38,962	\$47,749	20
	Rural	\$16,512		\$29,000		\$35,105	12
Gender	Female	\$23,000	\$28,624	\$35,000	\$40,650	\$49,240	69
	Male		\$28,500	\$38,428	\$66,736	.	9
Highest degree completed	< 2-year degree	\$23,145	\$30,073	\$37,150	\$45,280	\$51,305	24
	4-year degree	\$22,450	\$26,750	\$32,750	\$39,185	\$47,625	34
	Master's			--	.	.	3
	Doctorate						0

Chief of Security

Responsible for security systems and procedures. Supervises and trains all security guards. May report to facilities director or director of administration. Typical qualifications: B.A. or B.S. plus several years of related experience.

Table 4.11 Chief of Security.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$35,950	\$47,430	\$64,000	\$73,000	\$106,554	27
	MAAM	\$50,800	--	\$69,044	--	\$90,228	13
	MPMA	\$24,592	--	\$50,857	--	\$79,751	12
	NEMA	\$40,171	\$50,000	\$57,063	\$62,689	\$100,672	15
	SEMC	\$32,675	--	\$47,500	--	\$72,672	12
	WMA	\$43,998	--	\$64,800	--	\$89,213	10
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M			--			3
	\$1,000,001–\$3M	\$24,062	--	\$42,453	--	\$73,398	11
	>\$3M	\$40,000	\$49,357	\$57,120	\$73,000	\$89,400	67
Discipline	Art	\$34,181	\$45,583	\$57,092	\$73,204	\$90,391	42
	History	\$35,453	\$48,450	\$55,178	\$69,809	\$76,500	18
	Combination			\$45,905			6
	All others	\$41,800	\$50,000	\$61,408	\$74,000	\$87,800	23
Governance	Nonprofit	\$41,000	\$48,000	\$61,408	\$74,000	\$90,176	67
	Government	\$26,716	\$36,730	\$50,638	\$63,913	\$78,672	16
	All others			\$52,356			7
Location	Urban	\$35,384	\$46,152	\$55,630	\$73,500	\$90,352	65
	Suburban	\$37,725	\$49,358	\$61,650	\$69,283	\$76,655	22
	Rural			--			3
Gender	Female	\$24,700	--	\$64,886	--	\$128,492	10
	Male	\$35,256	\$46,888	\$55,340	\$73,000	\$89,700	53
Highest degree completed	< 2-year degree	\$33,572	\$46,895	\$54,612	\$64,125	\$72,880	16
	4-year degree	\$33,659	\$41,950	\$52,920	\$73,000	\$86,875	24
	Master's			\$77,566		.	4
	Doctorate			--			0

Facilities Director

Responsible for the operation and maintenance of the institution's buildings and facilities; may supervise security; reports to director of administration or director. Typical qualifications: high school diploma, B.A. or B.S. plus advanced technical training in one or more appropriate fields, several years of related experience.

Table 4.12 Facilities Director.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$30,950	\$44,500	\$64,786	\$86,989	\$104,900	62
	MAAM	\$35,600	\$45,000	\$70,000	\$86,737	\$105,264	27
	MPMA	\$30,280	\$40,250	\$53,440	\$82,402	\$103,700	26
	NEMA	\$40,600	\$46,600	\$58,000	\$81,000	\$92,160	35
	SEMC	\$28,000	\$39,984	\$48,000	\$66,030	\$77,592	34
	WMA	\$37,805		\$67,796		\$101,130	18
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			--		.	4
	\$500,001–\$1M	\$23,494		\$39,617		\$94,624	16
	\$1,000,001–\$3M	\$30,494	\$37,570	\$45,000	\$56,942	\$69,149	62
	>\$3M	\$47,845	\$54,450	\$70,920	\$88,333	\$101,000	113
Discipline	Art	\$37,201	\$47,883	\$64,114	\$79,775	\$99,298	62
	History	\$31,802	\$45,000	\$55,085	\$80,933	\$91,530	58
	Combination	\$30,800	\$36,777	\$46,675	\$65,496	\$85,634	23
	All others	\$35,842	\$47,057	\$62,500	\$83,230	\$106,040	62
Governance	Nonprofit	\$34,100	\$44,938	\$58,000	\$82,106	\$98,363	166
	Government	\$36,622	\$46,700	\$59,482	\$78,183	\$90,783	27
	All others	\$33,910		\$57,258		\$85,290	12
Location	Urban	\$36,374	\$46,688	\$65,506	\$86,731	\$101,548	133
	Suburban	\$32,000	\$41,403	\$53,000	\$70,807	\$87,162	60
	Rural	\$26,352		\$48,110		\$71,518	13
Gender	Female	\$31,200	\$38,000	\$56,800	\$73,007	\$82,534	25
	Male	\$35,392	\$45,000	\$58,000	\$81,000	\$97,661	179
Highest degree completed	< 2-year degree	\$30,794	\$42,500	\$58,000	\$74,076	\$86,892	61
	4-year degree	\$37,333	\$46,925	\$58,025	\$81,743	\$97,197	74
	Master's	\$30,450		\$62,683		\$117,300	18
	Doctorate						0

Collections Staff

Archivist

Physical and intellectual responsibility for archival collections; writing, maintaining automated databases and providing research and reference use of materials. Typical qualifications: advanced degree or equivalent, two years of related experience.

Table 4.13 Archivist.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$29,000		\$44,800		\$72,775	19
	MAAM	\$31,350		\$43,000		\$77,700	10
	MPMA	\$34,568		\$41,706		\$73,190	17
	NEMA	\$31,600		\$45,614		\$72,600	17
	SEMC	\$27,506		\$41,500		\$60,500	14
	WMA		\$37,890	\$42,200	\$47,158	.	9
Budget size	Up to \$250,000			--		.	3
	\$250,001–\$500K		\$30,500	\$38,175	\$53,532	.	6
	\$500,001–\$1M	\$29,700		\$40,246		\$65,000	16
	\$1,000,001–\$3M	\$32,888		\$45,300		\$76,070	17
	>\$3M	\$34,590	\$40,700	\$45,500	\$55,444	\$70,639	41
Discipline	Art	\$33,200		\$46,600		\$73,820	17
	History	\$29,000	\$36,000	\$42,420	\$46,753	\$62,774	46
	Combination		\$36,271	\$42,200	\$47,215	.	9
	All others	\$31,483		\$48,423		\$76,800	13
Governance	Nonprofit	\$29,000	\$36,908	\$43,099	\$53,425	\$71,520	66
	Government	\$36,600		\$41,706		\$69,341	15
	All others			\$46,600		.	5
Location	Urban	\$36,100	\$40,469	\$44,900	\$55,134	\$67,336	50
	Suburban	\$27,506	\$31,500	\$39,130	\$48,431	\$71,900	24
	Rural	\$25,500		\$44,482		\$67,007	12
Gender	Female	\$31,400	\$37,436	\$42,840	\$48,412	\$67,077	61
	Male	\$27,707	\$38,340	\$43,960	\$54,701	\$67,640	23
Highest degree completed	< 2-year degree						0
	4-year degree	\$26,907		\$39,370		\$55,825	15
	Master's	\$31,000	\$40,000	\$44,000	\$50,000	\$71,400	59
	Doctorate			--	.	.	3

Curator A/Chief Curator

General administrative responsibility for curatorial affairs plus some museum administrative responsibilities; considerable public and donor contact; may supervise several curatorial departments or functions; prepares major exhibitions and accompanying catalogues; reports to director. Typical qualifications: advanced degree or equivalent, several years of related experience, regional and national professional activities.

Table 4.14 Curator A/Chief Curator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,726	\$36,000	\$54,649	\$77,820	\$144,511	62
	MAAM	\$37,350	\$44,500	\$60,105	\$74,142	\$104,308	38
	MPMA	\$32,000	\$40,000	\$50,721	\$61,820	\$100,000	39
	NEMA	\$39,835	\$48,856	\$62,000	\$78,699	\$98,204	36
	SEMC	\$32,000	\$38,550	\$50,000	\$65,000	\$91,330	45
	WMA	\$34,100	\$37,295	\$55,500	\$90,669	\$128,668	26
Budget size	Up to \$250,000	\$13,104	\$26,625	\$35,500	\$40,010	\$59,231	30
	\$250,001–\$500K	\$28,484	\$32,835	\$40,000	\$45,600	\$57,902	31
	\$500,001–\$1M	\$32,000	\$36,375	\$45,435	\$56,561	\$67,803	36
	\$1,000,001–\$3M	\$39,380	\$45,000	\$58,555	\$68,734	\$82,000	67
	>\$3M	\$50,000	\$61,000	\$77,250	\$110,000	\$147,700	79
Discipline	Art	\$40,000	\$52,958	\$65,400	\$93,500	\$147,700	69
	History	\$30,000	\$36,000	\$45,000	\$60,000	\$75,000	103
	Combination	\$31,200	\$39,549	\$58,555	\$74,074	\$99,200	25
	All others	\$36,198	\$42,400	\$60,000	\$85,556	\$110,335	51
Governance	Nonprofit	\$30,950	\$39,098	\$56,650	\$77,250	\$112,407	167
	Government	\$38,070	\$45,017	\$57,717	\$66,426	\$91,188	66
	All others	\$33,982		\$54,300		\$125,966	16
Location	Urban	\$36,000	\$45,869	\$63,000	\$85,556	\$122,400	119
	Suburban	\$30,950	\$39,898	\$50,000	\$65,000	\$96,000	87
	Rural	\$25,114	\$37,287	\$45,645	\$58,089	\$70,945	42
Gender	Female	\$32,000	\$38,350	\$50,000	\$65,200	\$87,200	153
	Male	\$38,200	\$50,000	\$65,000	\$88,000	\$122,155	91
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$25,523	\$34,150	\$41,288	\$56,311	\$62,450	44
	Master's	\$32,053	\$40,000	\$55,974	\$69,182	\$95,000	146
	Doctorate	\$48,600	\$56,136	\$74,074	\$98,169	\$150,146	48

Curator B/Senior Curator

Curatorial responsibility for important collections; limited general administrative duties; primary responsibility for exhibitions, publications and public and donor contacts related to collection; may supervise one or two curatorial staff; in smaller museums may implement program directly. Typical qualifications: advanced degree.

Table 4.15 Curator B/Senior Curator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$39,630	\$49,775	\$59,903	\$85,591	\$128,675	36
	MAAM	\$33,530		\$60,834		\$100,100	16
	MPMA	\$36,398		\$60,846		\$99,705	16
	NEMA	\$30,960	\$38,132	\$51,686	\$70,920	\$86,177	22
	SEMC	\$38,671	\$42,726	\$58,357	\$79,200	\$91,707	24
	WMA	\$42,732		\$73,201	2	\$96,400	18
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			--			1
	\$500,001–\$1M	\$32,776	\$39,500	\$47,045	\$60,500	\$85,102	15
	\$1,000,001–\$3M	\$37,573	\$40,040	\$49,700	\$60,492	\$82,000	31
	>\$3M	\$40,749	\$54,426	\$70,000	\$86,948	\$103,646	75
Discipline	Art	\$47,576	\$60,000	\$70,165	\$88,500	\$102,969	51
	History	\$34,421	\$39,975	\$54,077	\$70,346	\$85,000	34
	Combination	\$30,000		\$49,528		\$89,129	18
	All others	\$39,500	\$42,726	\$60,000	\$79,050	\$106,578	28
Governance	Nonprofit	\$37,805	\$43,443	\$60,500	\$83,188	\$101,200	93
	Government	\$38,600	\$48,761	\$56,905	\$75,900	\$91,013	28
	All others	\$42,693		\$63,960		\$87,395	11
Location	Urban	\$39,720	\$48,912	\$62,376	\$82,592	\$100,600	86
	Suburban	\$36,358	\$46,502	\$57,656	\$81,250	\$98,179	34
	Rural	\$32,850		\$59,456		\$84,940	12
Gender	Female	\$34,850	\$46,000	\$60,074	\$74,970	\$85,826	75
	Male	\$39,970	\$46,971	\$60,246	\$88,400	\$102,924	54
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$30,010	\$43,469	\$60,250	\$82,250	\$96,900	20
	Master's	\$38,750	\$41,229	\$50,755	\$69,974	\$86,235	64
	Doctorate	\$41,673	\$55,000	\$75,000	\$88,366	\$104,262	31

Curator C/Assistant Curator

Entry-level curatorial position; exhibition, publication and collections responsibilities under supervision; usually no supervision of other curatorial professionals. Typical qualifications: B.A. plus one year of related experience.

Table 4.16 Curator C/Assistant Curator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,000	\$35,825	\$43,181	\$52,587	\$63,204	29
	MAAM	\$34,698		\$49,600		\$73,840	15
	MPMA	\$29,469		\$43,930		\$64,765	18
	NEMA		\$35,578	\$41,200	\$47,103	.	9
	SEMC	\$34,148		\$42,840		\$75,778	15
	WMA		\$49,722	\$58,500	\$64,935	.	8
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			--		.	4
	\$500,001–\$1M			\$39,543		.	5
	\$1,000,001–\$3M	\$31,046		\$43,100		\$68,800	17
	>\$3M	\$34,743	\$39,665	\$48,936	\$57,447	\$66,100	61
Discipline	Art	\$33,739	\$38,678	\$45,422	\$58,420	\$69,218	38
	History	\$30,453	\$35,828	\$43,100	\$49,800	\$61,282	25
	Combination		\$37,000	\$44,259	\$56,760	.	7
	All others	\$30,000	\$36,455	\$45,000	\$57,000	\$81,997	23
Governance	Nonprofit	\$33,795	\$37,500	\$46,000	\$56,880	\$67,366	65
	Government	\$30,339	\$35,670	\$41,820	\$48,300	\$72,400	23
	All others		\$22,006	\$41,582	\$48,943	.	6
Location	Urban	\$33,877	\$39,330	\$48,491	\$57,893	\$70,000	59
	Suburban	\$31,800	\$35,670	\$43,859	\$52,700	\$67,898	23
	Rural	\$23,739		\$38,904		\$49,280	11
Gender	Female	\$31,240	\$35,503	\$43,000	\$50,150	\$63,374	65
	Male	\$36,796	\$43,386	\$50,550	\$64,776	\$81,200	24
Highest degree completed	< 2-year degree			--	.	.	3
	4-year degree	\$28,000		\$40,000		\$56,350	14
	Master's	\$31,080	\$35,670	\$43,181	\$48,936	\$60,000	51
	Doctorate	\$27,735		\$59,912	1	\$105,399	12

Curatorial Assistant

Provides assistance to curators in routine duties; assistance in implementation of ongoing programs and activities; duties in training to become curatorial professional. Typical qualifications: B.A. in related field.

Table 4.17 Curatorial Assistant.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$26,517		\$34,650		\$48,150	15
	MAAM	\$20,200		\$36,500		\$47,119	11
	MPMA	\$16,457		\$31,422		\$40,815	12
	NEMA	\$26,423		\$33,083		\$41,610	14
	SEMC	\$21,942		\$31,464		\$44,595	18
	WMA	\$30,396		\$33,905		\$44,600	10
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--		.	4
	\$500,001–\$1M		\$25,875	\$35,200	\$42,356	.	6
	\$1,000,001–\$3M	\$20,500		\$30,000		\$39,000	14
	>\$3M	\$28,000	\$30,000	\$35,000	\$39,926	\$44,935	53
Discipline	Art	\$25,396	\$29,918	\$33,199	\$36,778	\$44,670	34
	History	\$24,100	\$27,250	\$31,443	\$40,820	\$43,906	20
	Combination		\$24,660	\$34,672	\$38,977	.	8
	All others	\$27,573		\$35,007		\$45,265	18
Governance	Nonprofit	\$25,000	\$29,555	\$32,672	\$37,215	\$44,238	62
	Government	\$13,791		\$34,400		\$44,979	14
	All others		\$29,673	\$39,102	\$44,200	.	5
Location	Urban	\$26,275	\$30,000	\$35,000	\$40,875	\$45,000	53
	Suburban	\$19,000		\$30,000		\$39,000	19
	Rural		\$24,962	\$32,172	\$39,382	.	8
Gender	Female	\$25,000	\$30,000	\$33,426	\$38,227	\$44,034	58
	Male	\$21,208		\$33,150	\$40,866	\$45,125	18
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$24,384	\$27,923	\$31,200	\$36,025	\$42,737	33
	Master's	\$26,234	\$30,000	\$34,320	\$40,000	\$44,738	31
	Doctorate						0

Registrar A/Collections Manager

Registration of collections; development and maintenance of record systems; administration of loan transactions, including moving, storage, arranging shipping, maintenance of insurance records; may supervise several subordinates. Typical qualifications: B.A. plus specialized training, two years of related experience.

Table 4.18 Registrar A/Collections Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$30,000	\$35,000	\$47,166	\$57,265	\$66,250	54
	MAAM	\$34,600	\$40,000	\$48,429	\$58,509	\$72,945	30
	MPMA	\$31,781	\$34,650	\$42,366	\$50,289	\$58,472	36
	NEMA	\$35,900	\$41,200	\$51,006	\$58,400	\$72,982	31
	SEMC	\$31,978	\$36,750	\$42,551	\$53,025	\$68,410	38
	WMA	\$31,100	\$40,000	\$47,115	\$59,547	\$71,260	26
Budget size	Up to \$250,000		\$35,000	\$40,000	\$48,500	.	9
	\$250,001–\$500K	\$15,700		\$33,000		\$57,014	15
	\$500,001–\$1M	\$28,881	\$32,259	\$41,032	\$49,434	\$58,198	24
	\$1,000,001–\$3M	\$32,000	\$37,000	\$42,000	\$49,282	\$55,300	58
	>\$3M	\$35,000	\$42,889	\$51,636	\$60,905	\$74,299	101
Discipline	Art	\$34,304	\$40,400	\$51,006	\$60,087	\$72,898	91
	History	\$30,967	\$35,000	\$41,600	\$50,000	\$63,764	55
	Combination	\$30,599	\$36,750	\$43,088	\$54,195	\$60,570	26
	All others	\$30,881	\$37,038	\$43,496	\$51,034	\$59,000	44
Governance	Nonprofit	\$31,400	\$37,000	\$46,000	\$57,725	\$70,000	146
	Government	\$32,884	\$39,811	\$44,735	\$51,164	\$57,700	50
	All others	\$35,200	\$39,000	\$48,000	\$60,768	\$66,200	21
Location	Urban	\$34,530	\$39,550	\$46,978	\$56,846	\$69,479	140
	Suburban	\$31,200	\$37,500	\$43,330	\$55,000	\$67,760	55
	Rural	\$29,810	\$31,927	\$41,600	\$48,021	\$56,704	21
Gender	Female	\$32,000	\$37,000	\$43,858	\$54,916	\$66,098	176
	Male	\$33,120	\$42,200	\$50,970	\$56,775	\$68,933	40
Highest degree completed	< 2-year degree			--		.	4
	4-year degree	\$31,651	\$36,855	\$45,417	\$54,689	\$67,943	70
	Master's	\$32,884	\$37,580	\$44,995	\$55,000	\$61,920	120
	Doctorate		\$39,000	\$50,000	\$55,727	.	6

Registrar B/Assistant Registrar

Assists registrar in performance of duties. Typical qualifications: B.A. in related field or equivalent experience.

Table 4.19 Registrar B/Assistant Registrar.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,933	\$35,000	\$40,091	\$47,674	\$54,861	23
	MAAM	\$25,489		\$35,725		\$59,384	12
	MPMA	\$29,002		\$34,800		\$50,240	15
	NEMA		\$37,007	\$39,116	\$46,159	.	8
	SEMC	\$30,778		\$41,850		\$60,440	11
	WMA	\$31,859	0	\$38,000		\$52,470	11
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--	.	.	3
	\$500,001–\$1M			--	.	.	2
	\$1,000,001–\$3M		\$30,000	\$31,000	\$40,000	.	7
	>\$3M	\$31,968	\$34,989	\$39,821	\$45,000	\$54,420	61
Discipline	Art	\$31,800	\$35,360	\$40,102	\$45,066	\$52,424	43
	History	\$30,630		\$36,000		\$59,890	16
	Combination		\$30,491	\$36,484	\$40,284	.	7
	All others	\$25,535		\$39,998		\$55,232	15
Governance	Nonprofit	\$30,049	\$34,984	\$40,046	\$45,000	\$53,221	60
	Government	\$31,330		\$34,800		\$52,056	13
	All others		\$33,407	\$37,058	\$46,256	.	8
Location	Urban	\$30,541	\$33,348	\$38,725	\$44,565	\$53,221	60
	Suburban	\$30,900		\$40,664		\$49,900	18
	Rural	\$26,000	\$26,000	\$40,284	.	.	3
Gender	Female	\$30,691	\$33,410	\$39,232	\$43,141	\$50,498	63
	Male	\$29,512		\$38,760		\$55,322	17
Highest degree completed	< 2-year degree						0
	4-year degree	\$29,370	\$32,432	\$38,125	\$43,206	\$48,813	30
	Master's	\$34,845	\$39,499	\$44,565	\$54,853	36	120
	Doctorate						0

Conservator A

Responsible for conservation and restoration of a major collection; examination of collection and exhibits; preparation of conservation reports; supervision of professional assistant(s). Typical qualifications: B.S., formal conservation training or equivalent including apprenticeship, several years of related experience.

Table 4.20 Conservator A.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$39,458		\$64,432		\$101,302	11
	MAAM		\$64,889	\$70,650	\$97,800	.	6
	MPMA		\$65,623	\$70,297	\$78,050	.	6
	NEMA		\$41,785	\$58,127	\$76,938	.	8
	SEMC			--	.	.	3
	WMA			\$78,000		.	4
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$72,000		.	5
	>\$3M	\$44,289	\$57,761	\$65,043	\$94,634	\$98,407	30
Discipline	Art	\$55,655		\$95,146		\$107,882	14
	History	\$36,705		\$64,393		\$89,338	12
	Combination		\$31,622	\$47,900	\$65,444	.	5
	All others		\$59,000	\$68,500	\$82,526	.	6
Governance	Nonprofit	\$42,318	\$61,275	\$66,051	\$95,549	\$98,919	28
	Government		\$37,972	\$62,875	\$79,500	.	8
	All others			--	.	.	2
Location	Urban	\$42,549	\$57,011	\$65,043	\$94,634	\$98,410	30
	Suburban		\$47,753	\$75,000	\$95,380	.	5
	Rural			--	.	.	3
Gender	Female	\$36,470	\$43,144	\$62,100	\$81,616	\$96,965	21
	Male	\$47,900		\$72,000		\$102,871	16
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$24,349		\$55,655		\$89,840	12
	Master's	\$49,355		\$72,000		\$103,789	15
	Doctorate			--	.	.	2

Conservator B

Under supervision assists with conservation, restoration and documentation of objects; responsible for routine inspection of objects in the collections and on loan. Typical qualifications: B.S. plus formal conservation training.

Table 4.21 Conservator B.

Category	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$35,438	\$50,500	\$57,484	.	9
	MAAM		--	.	.	3
	MPMA		--	.	.	2
	NEMA		\$62,875		.	4
	SEMC		--			1
	WMA		--	.	.	1
Budget size	Up to \$250,000					0
	\$250,001–\$500K		--	.	.	1
	\$500,001–\$1M					0
	\$1,000,001–\$3M					0
	>\$3M	\$38,487	\$57,783		\$76,235	17
Discipline	Art	\$32,388	\$66,950		\$85,188	11
	History		\$53,299	\$58,800	.	7
	Combination					0
	All others		--	.	.	2
Governance	Nonprofit	\$29,484	\$57,783		\$76,235	17
	Government		--	.	.	2
	All others		--			1
Location	Urban	\$36,454	\$54,100		\$69,416	15
	Suburban		\$69,551		.	4
	Rural		--			1
Gender	Female	\$28,178	\$57,084		\$80,712	14
	Male		\$57,783	\$62,326	.	5
Highest degree completed	< 2-year degree					0
	4-year degree		\$49,660		.	4
	Master's	\$29,806	\$54,100		\$85,188	11
	Doctorate					0

Head Librarian

Develops and carries out library practices, policies and procedures; oversees acquisition of library materials; maintains the library collection and catalogue, responds to public inquiries; provides reference and research materials as requested by staff. Typical qualifications: M.L.S./M.L.I.S. or B.A. plus several years of experience.

Table 4.22 Head Librarian.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$37,547	\$43,475	\$55,840	\$67,356	\$82,078	20
	MAAM	\$30,678		\$44,340		\$94,198	10
	MPMA	\$39,727		\$55,314		\$91,747	12
	NEMA	\$34,848		\$43,532		\$122,753	10
	SEMC		\$47,823	\$64,300	\$68,250	.	7
	WMA			\$45,000		.	5
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K		\$37,743	\$42,000	\$51,864	.	5
	\$500,001–\$1M						0
	\$1,000,001–\$3M	\$36,305		\$50,678		\$83,500	14
	>\$3M	\$38,997	\$45,000	\$54,271	\$65,650	\$81,656	41
Discipline	Art	\$36,553		\$54,589		\$130,425	18
	History	\$36,090	\$40,202	\$50,228	\$62,010	\$68,303	28
	Combination		\$41,122	\$45,064	\$66,571	.	5
	All others	\$37,897		\$54,109		\$86,400	13
Governance	Nonprofit	\$36,798	\$41,900	\$47,480	\$62,893	\$82,078	50
	Government	\$38,090		\$53,636		\$72,841	10
	All others			\$58,657		.	4
Location	Urban	\$37,281	\$42,400	\$54,258	\$62,688	\$78,281	39
	Suburban	\$36,404	\$41,105	\$49,750	\$69,851	\$97,314	20
	Rural			\$48,356		.	5
Gender	Female	\$37,285	\$42,375	\$47,692	\$60,972	\$70,022	50
	Male	\$35,307	\$38,584	\$58,000	\$69,746	\$116,450	13
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$25,197		\$41,880		\$68,530	10
	Master's	\$38,108	\$42,375	\$48,090	\$60,972	\$72,947	42
	Doctorate			--	.	.	3

Librarian Assistant

Assists librarian in performance of duties. Typical qualifications: B.A. plus two years of related experience.

Table 4.23 Librarian Assistant.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM		\$29,360	\$34,749	\$40,300	.	8
	MAAM			\$36,673		.	4
	MPMA	\$17,192		\$32,310		\$55,051	10
	NEMA			--	.	.	2
	SEMC			--	.	.	3
	WMA			--	.	.	2
Budget size	Up to \$250,000			--	.	.	1
	\$250,001–\$500K			--	.	.	1
	\$500,001–\$1M			--	.	.	1
	\$1,000,001–\$3M		\$24,960	\$31,486	\$36,800	.	7
	>\$3M	\$28,646	\$30,400	\$34,749	\$42,300	\$52,015	18
Discipline	Art	\$17,226	\$27,795	\$34,909	\$36,645	\$44,370	10
	History	\$25,794	\$29,690	\$31,705	\$47,846	\$55,051	10
	Combination			--	.	.	3
	All others		\$29,201	\$35,813	\$38,867	.	6
Governance	Nonprofit	\$24,841	\$30,000	\$34,909	\$37,700	\$42,467	16
	Government		\$24,082	\$31,924	\$40,631	.	9
	All others			\$34,664		.	4
Location	Urban	\$23,966	\$29,653	\$34,591	\$40,742	\$50,120	22
	Suburban		\$28,402	\$35,360	\$37,400	.	5
	Rural			--	.	.	2
Gender	Female	\$23,906	\$30,600	\$34,502	\$36,800	\$43,467	23
	Male		\$24,469	\$29,358	\$51,006	.	5
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$19,330	\$25,179	\$30,600	\$36,073	\$46,182	13
	Master's		\$31,743	\$35,093	\$40,742	.	6
	Doctorate			--	.	.	2

Imaging Manager, Head of Imaging/Visual Services*

A supervisory position overseeing a collection's digital access and production programs. Develops and implements plans for improving and maintaining collections databases; use of digital collections in exhibitions and online; the management of born digital collections, including the creation, delivery, preservation and rights management of an archive of digital images representing the institution's collections, programs, facilities, personnel and community partners.

Table 4.24 Imaging Manager, Head of Imaging/Visual Services.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM		\$40,966	\$46,676	\$76,000	.	7
	MAAM				.	.	2
	MPMA		\$30,000	\$33,600	\$58,000	.	7
	NEMA	\$31,300	\$34,475	\$46,500	\$59,710	.	4
	SEMC	\$46,158	\$46,158	\$50,022	.	.	3
	WMA	\$31,620	\$31,620	\$48,168	.	.	3
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M			\$43,790		.	5
	>\$3M	\$31,523	\$37,375	\$47,422	\$64,226	\$83,245	20
Discipline	Art		\$38,250	\$50,022	\$70,271	.	9
	History	\$30,135	\$33,600	\$44,000	\$49,000	\$68,176	11
	Combination			--	.	.	2
	All others			\$55,105		.	4
Governance	Nonprofit	\$31,491	\$39,125	\$47,838	\$66,100	\$84,353	18
	Government		\$32,661	\$44,974	\$48,632	.	6
	All others			--	.	.	2
Location	Urban	\$30,130	\$37,375	\$46,417	\$64,570	\$83,245	20
	Suburban			\$49,095		.	4
	Rural			--	.	.	2
Gender	Female	\$30,648	\$35,050	\$46,676	\$63,911	\$78,248	13
	Male	\$30,281	\$33,634	\$45,079	\$51,506	\$74,020	12
Highest degree completed	< 2-year degree						0
	4-year degree		\$31,406	\$40,966	\$46,417	.	9
	Master's	\$30,022	\$33,105	\$47,105	\$64,656	\$68,960	10
	Doctorate						0

* This category was added in the 2013 survey. Respondents to that category were queried on the job description, and the job descriptions provided for these categories were used to construct the job description. For purposes of this report, these job descriptions are considered tentative and may represent neither the full range of responsibilities nor the range of skills of those individuals currently filling these positions.

Photographer/Image Specialist*

Produces images of collections, objects, individuals and programs, including image processing and manipulation of digital representations or captures of born-digital representations. Is proficient at file management and manipulation to suit various uses, including print, online and environmental graphics, and research into image capture or digital imaging technology supporting image archival practices. Typical qualifications: two to four years of professional imaging experience in museums or a B.F.A. specializing in photography and image management.

Table 4.25 Photographer/Image Specialist.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$30,757	\$37,250	\$46,532	\$54,571	\$60,084	12
	MAAM			\$53,555		.	4
	MPMA	\$31,592	\$37,354	\$42,500	\$54,617	\$60,661	11
	NEMA			\$36,920		.	4
	SEMC		\$34,500	\$41,190	\$44,450	.	6
	WMA			--	.	.	3
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M		\$37,016	\$40,520	\$42,875	.	6
	>\$3M	\$30,757	\$38,211	\$46,140	\$54,961	\$60,084	32
Discipline	Art	\$30,477	\$37,750	\$51,789	\$59,535	\$64,589	14
	History	\$30,567	\$34,350	\$40,720	\$44,945	\$53,905	16
	Combination			\$45,281		.	4
	All others			\$42,690		.	6
Governance	Nonprofit	\$30,847	\$35,675	\$44,890	\$55,732	\$60,849	26
	Government	\$32,143	\$37,727	\$41,390	\$46,449	\$47,939	12
	All others			--	.	.	2
Location	Urban	\$30,953	\$36,500	\$44,000	\$52,818	\$58,400	29
	Suburban		\$41,270	\$47,225	\$58,983	.	9
	Rural			--	.	.	2
Gender	Female	\$30,449	\$35,350	\$41,704	\$46,390	\$55,152	13
	Male	\$30,847	\$37,266	\$45,419	\$54,732	\$60,849	26
Highest degree completed	< 2-year degree			\$43,190		.	4
	4-year degree	\$30,490	\$33,800	\$44,000	\$55,075	\$61,780	19
	Master's			\$40,274		.	6
	Doctorate			--	.	.	1

* This category was added in the 2013 survey. Respondents to that category were queried on the job description, and the job descriptions provided for these categories were used to construct the job description.

Education, Visitor Services & Research/Evaluation Staff

Educator A/Director of Education

Supervision of overall educational function of the museum; responsible for general program development; museum administrative duties; considerable public contact; supervision of several educational professionals. Typical qualifications: advanced degree or equivalent, several years of related experience, regional and national professional activities.

Table 4.26 Educator A/Director of Education.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$34,100	\$41,000	\$55,500	\$76,994	\$102,150	70
	MAAM	\$31,277	\$36,875	\$57,000	\$70,111	\$80,800	41
	MPMA	\$30,991	\$38,250	\$47,118	\$60,364	\$74,997	52
	NEMA	\$35,892	\$42,573	\$49,991	\$64,883	\$82,659	48
	SEMC	\$32,441	\$38,649	\$50,426	\$61,350	\$78,040	56
	WMA	\$34,500	\$40,082	\$53,040	\$67,000	\$85,384	29
Budget size	Up to \$250,000			\$29,328		.	5
	\$250,001–\$500K	\$26,800	\$32,069	\$36,071	\$39,266	\$48,090	25
	\$500,001–\$1M	\$30,000	\$34,000	\$40,000	\$46,000	\$56,756	54
	\$1,000,001–\$3M	\$35,650	\$40,373	\$49,914	\$58,335	\$66,350	92
	>\$3M	\$47,800	\$56,500	\$65,000	\$83,440	\$99,778	115
Discipline	Art	\$33,037	\$40,000	\$55,000	\$66,888	\$91,153	101
	History	\$30,000	\$36,000	\$45,000	\$58,246	\$74,743	90
	Combination	\$34,000	\$39,498	\$47,500	\$59,287	\$80,720	36
	All others	\$37,105	\$45,244	\$57,000	\$73,650	\$92,711	71
Governance	Nonprofit	\$33,000	\$40,000	\$52,203	\$66,844	\$86,767	218
	Government	\$36,302	\$41,233	\$50,100	\$62,569	\$84,540	62
	All others	\$32,319	\$35,025	\$57,676	\$68,273	\$76,749	20
Location	Urban	\$35,850	\$42,000	\$56,434	\$73,034	\$89,098	166
	Suburban	\$30,548	\$37,776	\$50,000	\$61,724	\$78,692	94
	Rural	\$31,137	\$36,071	\$42,058	\$56,260	\$60,485	39
Gender	Female	\$33,206	\$39,203	\$50,353	\$63,746	\$83,463	250
	Male	\$36,298	\$41,000	\$55,000	\$70,304	\$89,800	47
Highest degree completed	< 2-year degree			--	.	.	3
	4-year degree	\$30,750	\$38,064	\$45,122	\$55,742	\$69,600	80
	Master's	\$34,050	\$40,041	\$53,098	\$64,665	\$80,900	180
	Doctorate	\$42,450	\$52,500	\$75,111	\$93,083	\$114,869	16

Educator B

Responsible for a specific interpretive program; budget management related to program area; preparation of written materials and packaging of other educational materials for program; volunteer and other attendant administrative concerns; may supervise one or two professional subordinates; in smaller museums, may implement program directly. Typical qualifications: advanced degree or equivalent, two years of related experience.

Table 4.27 Educator B.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,948	\$32,839	\$41,457	\$48,330	\$59,038	46
	MAAM	\$31,570	\$38,000	\$45,000	\$52,000	\$56,083	23
	MPMA	\$28,100	\$33,500	\$40,000	\$45,000	\$56,200	23
	NEMA	\$30,300	\$34,918	\$39,323	\$48,043	\$58,065	30
	SEMC	\$28,079	\$33,000	\$39,632	\$53,208	\$64,000	31
	WMA	\$29,600	\$32,954	\$40,800	\$45,650	\$61,375	13
Budget size	Up to \$250,000			--	.	.	3
	\$250,001–\$500K			\$35,500		.	5
	\$500,001–\$1M	22,631		\$32,000		\$272,600	10
	\$1,000,001–\$3M	\$28,000	\$32,500	\$37,700	\$40,343	\$48,690	47
	>\$3M	\$31,963	\$35,000	\$45,000	\$51,145	\$59,243	95
Discipline	Art	\$34,967	\$40,000	\$45,000	\$51,359	\$60,500	58
	History	\$28,097	\$34,094	\$38,839	\$45,256	\$57,903	38
	Combination	\$31,360	\$34,151	\$40,614	\$47,812	\$55,648	21
	All others	\$26,633	\$30,985	\$35,000	\$47,000	\$56,882	50
Governance	Nonprofit	\$29,814	\$34,063	\$40,000	\$47,595	\$56,555	125
	Government	\$29,347	\$33,454	\$41,215	\$49,999	\$57,237	29
	All others	\$29,000		\$47,071		\$177,000	14
Location	Urban	\$29,582	\$33,996	\$40,572	\$48,000	\$57,000	110
	Suburban	\$30,600	\$34,135	\$40,913	\$49,750	\$57,114	49
	Rural		\$36,857	\$40,614	\$45,500	.	9
Gender	Female	\$30,237	\$34,310	\$42,100	\$48,764	\$57,034	126
	Male	\$28,083	\$33,987	\$39,816	\$46,491	\$56,214	40
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$28,000	\$32,000	\$36,500	\$43,750	\$55,328	65
	Master's	\$30,850	\$35,140	\$42,100	\$48,000	\$57,000	84
	Doctorate			--	.	.	3

Visitor Research & Evaluator*

Implements evaluation or research into visitor experiences, learning, exhibition, program or institutional priority outcomes or impacts on behalf of the institution, including data collection and data analysis. Participates in the production of reports and technical papers. Typical qualifications: M.A. in a relevant social science discipline or equivalent experience in social science research or training certifications through relevant associations.

Table 4.28 Visitor Research & Evaluator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$36,567		\$48,400		\$114,450	11
	MAAM			--	.	.	2
	MPMA			--	.	.	2
	NEMA			--	.	.	3
	SEMC		\$30,000	\$41,000	\$60,000	.	7
	WMA						0
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M		\$38,500	\$45,697	\$65,826	.	5
	>\$3M	\$30,000	\$42,833	\$52,186	\$65,000	\$92,000	19
Discipline	Art		\$42,840	\$50,000	\$92,000	.	7
	History			\$52,240		.	6
	Combination			--			2
	All others	\$29,600		\$54,520		\$69,500	10
Governance	Nonprofit	\$29,900	\$42,630	\$51,520	\$70,000	\$94,806	18
	Government			\$54,133		.	6
	All others			--			1
Location	Urban	\$30,000	\$42,000	\$53,040	\$70,000	\$92,000	19
	Suburban			\$51,093			4
	Rural			--			2
Gender	Female	\$29,000	\$42,000	\$52,186	\$62,000	\$80,000	19
	Male		\$32,750	\$47,500	\$66,520	.	8
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree		\$33,500	\$42,840	\$48,942	.	9
	Master's	\$29,100		\$60,326		\$79,000	10
	Doctorate			\$56,000		.	5

* The categories Visitor Research & Evaluation A/Director of Research and Evaluation/Visitor Research Manager and Visitor Research & Evaluation B were added in the 2013 survey. Respondents to these categories were queried on the job description, and the job descriptions provided for these categories were used to construct the job description. Due to the small number of responses, we combined the two positions for the purposes of analysis.

Educational Assistant

Provides assistance to educators in routine duties; assistance in implementation of ongoing programs and activities; duties in training to become educational professional. Typical qualifications: B.A. in a related field.

Table 4.29 Educational Assistant.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$24,100	\$27,525	\$30,600	\$37,138	\$41,713	26
	MAAM	\$22,408		\$32,000		\$69,200	11
	MPMA	\$10,291		\$27,500		\$46,121	12
	NEMA	\$23,820		\$32,155		\$47,023	12
	SEMC	\$22,857	\$25,000	\$30,034	\$35,272	\$38,387	16
	WMA		\$27,007	\$31,616	\$38,000	.	7
Budget size	Up to \$250,000						0
	\$250,001–\$500K			--			1
	\$500,001–\$1M			\$32,050		.	4
	\$1,000,001–\$3M	\$20,320	\$22,203	\$25,298	\$31,000	\$44,706	23
	>\$3M	\$26,222	\$28,948	\$32,155	\$36,474	\$41,500	54
Discipline	Art	\$22,322	\$27,005	\$31,558	\$36,856	\$41,500	34
	History	\$21,196	\$26,646	\$33,100	\$36,888	\$51,658	18
	Combination	\$21,040		\$29,000		\$37,926	11
	All others	\$25,000	\$26,612	\$30,000	\$34,904	\$47,810	21
Governance	Nonprofit	\$24,402	\$26,890	\$31,000	\$35,003	\$41,400	65
	Government	\$21,520	\$24,082	\$30,067	\$35,688	\$39,625	15
	All others			\$37,752		.	5
Location	Urban	\$22,058	\$26,444	\$31,200	\$36,850	\$41,951	55
	Suburban	\$23,200	\$27,500	\$31,000	\$35,000	\$41,147	23
	Rural		\$24,000	\$31,800	\$35,020	.	7
Gender	Female	\$22,020	\$25,825	\$30,534	\$35,000	\$39,423	70
	Male	\$26,250		\$34,300		\$45,588	14
Highest degree completed	< 2-year degree	\$22,391		\$29,539		\$48,458	10
	4-year degree	\$21,329	\$25,500	\$29,550	\$35,003	\$38,000	49
	Master's	\$24,052	\$27,750	\$31,900	\$34,500	\$57,200	16
	Doctorate						0

Public Programs Manager/Outreach Coordinator

Responsible for overall public program management and presentation; not limited to but including special events, travel, functions, community relations and entertainment activities. Typical qualifications: B.A. degree.

Table 4.30 Public Programs Manager/Outreach Coordinator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,000	\$35,647	\$40,000	\$48,550	\$60,850	49
	MAAM	\$31,450	\$34,693	\$40,000	\$44,375	\$55,940	22
	MPMA	\$25,500	\$31,654	\$37,900	\$44,976	\$49,107	24
	NEMA	\$26,457	\$33,000	\$39,270	\$48,250	\$53,200	27
	SEMC	\$22,412	\$27,000	\$37,133	\$45,394	\$53,550	34
	WMA	\$24,000	\$35,000	\$45,000	\$52,326	\$68,000	19
Budget size	Up to \$250,000			\$35,000		.	5
	\$250,001–\$500K	\$20,240		\$30,505		\$41,535	14
	\$500,001–\$1M	\$21,528	\$31,000	\$38,800	\$50,000	\$53,000	19
	\$1,000,001–\$3M	\$24,334	\$28,261	\$35,808	\$43,000	\$51,592	44
	>\$3M	\$33,000	\$37,050	\$42,000	\$50,100	\$61,650	89
Discipline	Art	\$29,904	\$35,607	\$40,960	\$48,438	\$56,200	48
	History	\$25,350	\$31,000	\$36,504	\$45,675	\$52,900	56
	Combination	\$22,048	\$31,000	\$34,680	\$41,000	\$60,020	15
	All others	\$25,792	\$35,250	\$41,000	\$48,657	\$58,083	57
Governance	Nonprofit	\$26,042	\$33,000	\$39,715	\$47,750	\$55,537	140
	Government	\$24,840	\$33,760	\$39,247	\$48,404	\$55,600	28
	All others		\$34,749	\$38,800	\$49,698	.	9
Location	Urban	\$26,511	\$33,173	\$40,000	\$48,657	\$55,880	105
	Suburban	\$25,400	\$34,741	\$40,000	\$45,836	\$53,846	56
	Rural	\$23,958	\$29,369	\$38,400	\$43,195	\$51,600	16
Gender	Female	\$26,336	\$33,000	\$38,950	\$46,115	\$55,000	147
	Male	\$25,150	\$36,625	\$41,929	\$49,650	\$55,860	30
Highest degree completed	< 2-year degree		\$34,355	\$38,475	\$41,246	.	6
	4-year degree	\$25,000	\$30,750	\$37,000	\$45,450	\$51,360	97
	Master's	\$32,600	\$37,703	\$42,400	\$49,600	\$57,073	61
	Doctorate			--	.	.	2

Visitor Services Manager

Responsible for management and operations of front-line services such as tickets and information/orientation. Responsibilities may also include tending to café, store and gallery attendants. Typical qualifications: bachelor's degree.

Table 4.31 Visitor Services Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$24,444	\$32,250	\$47,000	\$55,733	\$70,940	41
	MAAM	\$30,720	\$34,855	\$49,000	\$55,750	\$65,000	25
	MPMA	\$22,000	\$28,813	\$40,729	\$49,702	\$62,180	24
	NEMA	\$29,210	\$31,000	\$37,900	\$47,245	\$63,102	36
	SEMC	\$24,584	\$28,000	\$35,000	\$44,478	\$53,710	33
	WMA	\$22,532	\$33,809	\$42,750	\$55,956	\$62,010	20
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K		\$19,745	\$21,500	\$31,709	.	6
	\$500,001–\$1M	\$19,200	\$26,000	\$28,700	\$35,360	\$44,500	19
	\$1,000,001–\$3M	\$27,916	\$30,900	\$35,763	\$44,000	\$50,606	47
	>\$3M	\$30,100	\$35,347	\$47,509	\$57,250	\$66,600	101
Discipline	Art	\$29,000	\$31,371	\$38,000	\$48,850	\$64,755	49
	History	\$23,100	\$30,975	\$38,000	\$51,025	\$56,252	50
	Combination	\$23,116	\$28,681	\$35,360	\$45,717	\$57,898	17
	All others	\$27,832	\$33,000	\$45,000	\$58,200	\$66,913	65
Governance	Nonprofit	\$26,000	\$31,200	\$38,788	\$50,612	\$64,680	150
	Government	\$28,266	\$38,000	\$44,956	\$55,344	\$62,490	23
	All others		\$28,500	\$34,000	\$47,913	.	9
Location	Urban	\$27,900	\$32,000	\$40,843	\$54,102	\$64,808	124
	Suburban	\$26,000	\$31,500	\$42,453	\$50,146	\$58,722	42
	Rural	\$19,832	\$26,000	\$31,200	\$41,600	\$44,507	15
Gender	Female	\$26,000	\$31,000	\$38,625	\$50,000	\$59,772	141
	Male	\$24,402	\$33,150	\$46,709	\$54,742	\$72,400	40
Highest degree completed	< 2-year degree	\$19,712	\$28,793	\$37,440	\$48,800	\$61,708	25
	4-year degree	\$28,000	\$31,811	\$38,788	\$52,635	\$62,740	106
	Master's	\$26,000	\$30,000	\$38,000	\$47,346	\$58,000	19
	Doctorate						0

Exhibitions Staff

Exhibition Designer/Chief of Exhibitions

Responsible for planning, design and production of exhibits; may supervise technicians. Typical qualifications: skill in planning and designing exhibits, master's degree or equivalent, several years of related experience.

Table 4.32 Exhibition Designer/Chief of Exhibitions.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$42,250	\$49,700	\$59,775	\$78,150	\$93,300	48
	MAAM	\$43,000	\$48,000	\$60,337	\$75,000	\$85,000	19
	MPMA	\$40,474	\$42,917	\$51,028	\$60,468	\$86,416	27
	NEMA	\$46,865	\$55,000	\$73,252	\$86,994	\$120,500	19
	SEMC	\$36,750	\$45,064	\$60,629	\$71,856	\$105,554	24
	WMA	\$41,280	\$53,025	\$62,000	\$82,797	\$90,400	17
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K		\$30,145	\$38,731	\$41,518	.	5
	\$500,001–\$1M	\$34,000		\$48,500		\$79,725	14
	\$1,000,001–\$3M	\$42,376	\$45,098	\$51,718	\$57,675	\$70,000	34
	>\$3M	\$46,287	\$55,444	\$65,000	\$82,316	\$103,000	93
Discipline	Art	\$45,053	\$51,246	\$59,775	\$75,344	\$88,600	46
	History	\$38,000	\$42,917	\$53,445	\$69,364	\$96,636	39
	Combination	\$38,485	\$42,266	\$53,176	\$65,451	\$81,410	17
	All others	\$43,800	\$51,264	\$63,862	\$85,435	\$95,598	53
Governance	Nonprofit	\$42,351	\$50,000	\$60,468	\$79,067	\$94,200	103
	Government	\$40,000	\$45,131	\$56,110	\$73,856	\$85,870	39
	All others	\$42,960		\$55,888		\$360,800	13
Location	Urban	\$42,667	\$50,385	\$61,557	\$79,724	\$96,380	103
	Suburban	\$43,035	\$49,600	\$60,000	\$72,141	\$86,700	39
	Rural	\$30,800		\$42,252		\$66,000	13
Gender	Female	\$35,829	\$42,948	\$55,500	\$70,650	\$90,200	48
	Male	\$44,974	\$50,903	\$61,557	\$80,287	\$93,599	107
Highest degree completed	< 2-year degree		\$46,476	\$56,419	\$71,940	.	8
	4-year degree	\$38,858	\$45,751	\$57,533	\$74,250	\$89,858	70
	Master's	\$42,603	\$50,257	\$60,234	\$74,862	\$107,900	52
	Doctorate		\$46,000	\$64,839	\$84,777	.	6

Coordinator of Exhibitions

Responsible for active exhibition program, including related publications; no responsibilities related to in-house collections; participates in budget planning for exhibitions; may supervise several staff. Typical qualifications: B.A. plus curatorial experience.

Table 4.33 Coordinator of Exhibitions.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,329	\$35,433	\$44,076	\$51,788	\$67,807	26
	MAAM			\$41,750		.	4
	MPMA		\$30,959	\$37,218	\$46,133	.	9
	NEMA	\$39,577		\$50,144		\$101,852	10
	SEMC	\$15,676	\$31,000	\$38,064	\$45,200	\$59,872	15
	WMA			\$43,035		.	5
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--			1
	\$500,001–\$1M		\$30,825	\$39,827	\$52,275	.	6
	\$1,000,001–\$3M	\$23,894	\$33,736	\$40,750	\$52,398	\$60,822	20
	>\$3M	\$28,903	\$37,853	\$45,290	\$51,125	\$70,779	38
Discipline	Art	\$22,870	\$30,726	\$43,318	\$49,194	\$78,939	18
	History	\$28,918	\$35,944	\$39,500	\$52,000	\$72,696	19
	Combination		\$40,125	\$45,132	\$52,157	.	8
	All others	\$27,650	\$34,055	\$42,000	\$51,375	\$62,056	24
Governance	Nonprofit	\$27,510	\$34,601	\$42,518	\$50,047	\$64,405	52
	Government	\$31,751		\$45,014		\$70,340	13
	All others			\$41,145		.	5
Location	Urban	\$27,720	\$33,450	\$42,636	\$50,700	\$63,099	45
	Suburban	\$32,996	\$38,075	\$44,500	\$51,788	\$94,774	22
	Rural			--	.	.	3
Gender	Female	\$29,334	\$34,027	\$42,636	\$50,782	\$72,270	41
	Male	\$27,370	\$37,525	\$43,518	\$51,250	\$55,674	30
Highest degree completed	< 2-year degree			--	.	.	3
	4-year degree	\$27,385	\$33,675	\$45,039	\$51,125	\$55,571	34
	Master's	\$32,124	\$38,300	\$43,035	\$51,358	\$70,453	21
	Doctorate			--	.	.	3

Technician/Preparator

Installation of exhibits under supervision of curatorial personnel; movement of exhibition materials; preparation of materials for shipping. Typical qualifications: manual skills related to duties.

Table 4.34 Technician/Preparator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,322	\$35,097	\$40,700	\$47,611	\$53,760	37
	MAAM	\$29,983	\$32,182	\$42,840	\$53,469	\$61,703	22
	MPMA	\$23,365	\$29,652	\$38,220	\$43,900	\$52,436	23
	NEMA	\$33,597	\$37,500	\$41,000	\$47,404	\$53,295	19
	SEMC	\$26,044	\$30,369	\$36,387	\$42,127	\$46,121	36
	WMA	\$34,782	\$37,550	\$42,018	\$46,439	\$57,124	16
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			\$35,285		.	5
	\$500,001–\$1M		\$28,876	\$35,000	\$53,000	.	9
	\$1,000,001–\$3M	\$26,100	\$29,837	\$36,931	\$43,650	\$52,954	30
	>\$3M	\$30,000	\$35,854	\$40,804	\$46,350	\$52,998	99
Discipline	Art	\$29,466	\$35,984	\$42,346	\$47,574	\$53,986	66
	History	\$27,262	\$32,537	\$40,000	\$42,000	\$46,080	27
	Combination	\$32,248	\$35,240	\$39,000	\$50,611	\$58,838	21
	All others	\$28,035	\$30,000	\$36,427	\$41,922	\$51,700	40
Governance	Nonprofit	\$29,175	\$34,146	\$40,000	\$46,404	\$52,999	103
	Government	\$28,842	\$33,153	\$40,214	\$43,725	\$54,300	36
	All others	\$18,979	\$28,869	\$43,020	\$47,053	\$56,663	16
Location	Urban	\$29,975	\$34,233	\$40,302	\$45,489	\$53,295	109
	Suburban	\$28,465	\$33,610	\$40,000	\$46,350	\$52,279	35
	Rural	\$21,942		\$35,285		\$55,680	11
Gender	Female	\$27,771		\$33,597		\$52,800	11
	Male	\$28,854	\$34,815	\$40,100	\$46,000	\$53,207	142
Highest degree completed	< 2-year degree	\$28,000	\$31,741	\$36,500	\$41,750	\$47,267	28
	4-year degree	\$28,110	\$33,607	\$39,750	\$45,545	\$51,475	70
	Master's	\$27,976	\$35,000	\$37,055	\$52,750	\$58,036	17
	Doctorate			--			1

External Affairs Staff

Vice President/Director of External Affairs

Responsible for areas or departments related to external support of the museum such as marketing, membership, development, public relations, community relations and/or publications. May perform these functions directly or supervise others. Typical qualifications: B.A. plus several years of related experience.

Table 4.35 Vice President/Director of External Affairs.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$53,620	\$77,070	\$102,000	\$133,800	\$169,400	21
	MAAM		\$65,000	\$95,000	\$181,432	.	7
	MPMA		\$71,398		.	6	
	NEMA		\$87,550	\$90,000	\$105,000	.	7
	SEMC		\$61,875	\$93,374	\$114,688	.	6
	WMA			--	.	.	3
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M		\$42,000	\$60,00	\$92,775	.	9
	>\$3M	\$62,500	\$77,418	\$97,000	\$132,600	\$181,432	39
Discipline	Art	\$47,800	\$83,344	\$102,000	\$159,391	\$209,897	15
	History	\$65,710		\$88,775		\$126,899	10
	Combination			--	.	.	3
	All others	\$39,450	\$59,025	\$94,363	\$137,500	\$177,102	22
Governance	Nonprofit	\$46,400	\$72,100	\$95,000	\$127,308	\$176,859	43
	Government		\$81,688	\$96,999	\$114,688	.	6
	All others			--	.	.	2
Location	Urban	\$51,200	\$72,162	\$97,000	\$127,308	\$176,859	43
	Suburban		\$77,527	\$85,447	\$113,348	.	6
	Rural			--	.	.	2
Gender	Female	\$51,500	\$73,302	\$94,374	\$123,561	\$175,716	44
	Male		\$62,500	\$95,000	\$124,848	.	7
Highest degree completed	< 2-year degree						0
	4-year degree	\$50,900	\$64,375	\$87,275	\$105,875	\$159,500	22
	Master's	\$41,600	\$83,344	\$98,000	\$124,848	\$175,659	23
	Doctorate			--			1

Director of Marketing

Responsible for marketing the museum through all mediums: publications, website, social media, television and radio; may also assist Director of External Affairs with related programs; may perform these functions directly or supervise others. Typical qualifications: B.A. plus several years of related experience.

Table 4.36 Director of Marketing.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$38,368	\$48,767	\$58,640	\$82,500	\$111,722	45
	MAAM	\$44,040	\$50,064	\$66,000	\$83,315	\$168,800	21
	MPMA	\$36,027		\$52,100		\$100,914	11
	NEMA	\$39,000	\$44,649	\$55,113	\$70,750	\$95,000	32
	SEMC	\$28,000	\$42,012	\$55,000	\$68,600	\$91,035	29
	WMA	\$47,200	\$56,000	\$80,000	\$93,150	\$105,350	17
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			\$33,080		.	4
	\$500,001–\$1M	\$20,450		\$39,821		\$96,064	10
	\$1,000,001–\$3M	\$36,067	\$40,046	\$50,000	\$56,925	\$65,500	44
	>\$3M	\$50,000	\$58,000	\$70,000	\$93,456	\$120,600	91
Discipline	Art	\$40,350	\$47,250	\$57,000	\$80,785	\$100,005	49
	History	\$35,000	\$41,375	\$59,486	\$79,441	\$95,000	39
	Combination	\$26,500		\$52,364		\$81,900	14
	All others	\$39,568	\$53,500	\$64,482	\$82,500	\$112,612	53
Governance	Nonprofit	\$36,300	\$47,125	\$58,668	\$83,834	\$103,631	132
	Government	\$42,507	\$53,050	\$60,000	\$74,647	\$97,332	17
	All others		\$52,250	\$60,244	\$67,874	.	8
Location	Urban	\$39,000	\$50,000	\$63,241	\$80,408	\$101,807	106
	Suburban	\$38,720	\$44,750	\$54,795	\$81,142	\$114,263	42
	Rural		\$36,067	\$43,800	\$55,350	.	9
Gender	Female	\$36,480	\$44,100	\$57,576	\$77,250	\$95,600	123
	Male	\$47,600	\$54,000	\$67,496	\$90,768	\$124,882	33
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$35,964	\$46,650	\$59,143	\$77,438	\$95,100	98
	Master's	\$41,064	\$47,525	\$57,565	\$77,750	\$114,266	38
	Doctorate			--			1

Development A, Vice President/Director of Development

Directs fundraising activities of the institution; develops fundraising strategies and is responsible for areas of museum support including membership, grants, donor relations, capital programs and the planning of special fundraising events. Typical qualifications: B.A. degree plus several years of development experience.

Table 4.37 Development A, Vice President/Director of Development.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$52,390	\$70,275	\$94,987	\$128,004	\$187,590	52
	MAAM	\$41,650	\$54,777	\$70,217	\$101,375	\$127,600	32
	MPMA	\$54,500	\$57,988	\$72,874	\$114,252	\$151,000	18
	NEMA	\$44,572	\$62,705	\$78,300	\$107,500	\$166,754	37
	SEMC	\$53,844	\$62,500	\$75,004	\$92,238	\$127,500	29
	WMA	\$51,400	\$55,499	\$83,500	\$133,591	\$152,300	16
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			\$43,250		.	4
	\$500,001–\$1M		\$50,000	\$55,608	\$58,500	.	7
	\$1,000,001–\$3M	\$43,109	\$53,883	\$64,145	\$79,026	\$96,560	60
	>\$3M	\$65,000	\$75,748	\$99,000	\$129,736	\$170,204	107
Discipline	Art	\$55,000	\$64,425	\$85,000	\$127,255	\$170,640	57
	History	\$48,500	\$56,858	\$81,050	\$100,000	\$126,511	46
	Combination	\$48,495	\$57,859	\$75,376	\$113,000	\$150,200	18
	All others	\$45,806	\$60,000	\$87,000	\$110,000	\$152,800	65
Governance	Nonprofit	\$49,500	\$64,293	\$85,000	\$112,500	\$156,500	154
	Government	\$53,287	\$55,700	\$75,000	\$107,285	\$128,700	21
	All others	\$52,900		\$72,502		\$107,980	12
Location	Urban	\$52,625	\$64,720	\$87,000	\$117,596	\$165,008	121
	Suburban	\$51,200	\$58,650	\$77,796	\$100,000	\$128,100	55
	Rural	\$42,198		\$58,500		\$142,800	11
Gender	Female	\$50,400	\$59,851	\$79,268	\$108,040	\$138,645	141
	Male	\$49,750	\$65,000	\$85,000	\$116,485	\$164,550	44
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$49,600	\$60,485	\$80,325	\$99,706	\$131,040	105
	Master's	\$51,992	\$60,000	\$75,000	\$118,000	\$163,492	55
	Doctorate			--			1

Development B

Assists director of development in performance of duties that may include annual giving, major gifts, corporate programs and grants. Typical qualifications: B.A. in a related field.

Table 4.38 Development B.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$37,600	\$45,852	\$60,275	\$72,950	\$90,000	20
	MAAM	\$31,350		\$53,039		\$95,500	12
	MPMA	\$30,200		\$42,000		\$63,699	13
	NEMA	\$29,948	\$31,000	\$40,000	\$55,000	\$132,681	15
	SEMC	\$30,838		\$40,586		\$86,687	12
	WMA			\$56,453		.	6
Budget size	Up to \$250,000						0
	\$250,001–\$500K			--			1
	\$500,001–\$1M		\$32,000	\$35,000	\$37,500	.	7
	\$1,000,001–\$3M	\$30,034	\$33,375	\$40,000	\$41,825	\$78,480	20
	>\$3M	\$37,264	\$47,069	\$55,992	\$70,713	\$90,090	48
Discipline	Art	\$34,400	\$39,000	\$55,000	\$71,750	\$86,000	27
	History	\$29,935	\$35,910	\$42,649	\$59,575	\$82,740	24
	Combination			\$49,470		.	6
	All others	\$32,650	\$39,625	\$49,205	\$60,875	\$89,130	22
Governance	Nonprofit	\$31,750	\$37,625	\$47,441	\$62,175	\$87,500	64
	Government	\$31,051		\$56,000		\$76,506	10
	All others			\$46,200		.	5
Location	Urban	\$33,000	\$38,750	\$50,000	\$72,550	\$90,000	49
	Suburban	\$31,004	\$38,000	\$47,382	\$55,000	\$70,554	23
	Rural		\$29,870	\$36,000	\$62,500	.	7
Gender	Female	\$31,450	\$37,486	\$48,955	\$62,425	\$83,410	62
	Male	\$30,500	\$36,950	\$41,050	\$59,875	\$135,551	16
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$30,102	\$35,510	\$43,500	\$55,000	\$62,010	42
	Master's	\$36,250		\$47,250		\$85,450	14
	Doctorate			--	.	.	2

Major Gifts Officer

Responsibilities include cultivation, solicitation of major gift prospects, oversight of fundraising events and special project funding. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.39 Major Gifts Officer.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$39,060	\$66,000	\$75,000	\$86,853	\$120,716	23
	MAAM		\$58,856	\$65,000	\$85,000	.	7
	MPMA		--	.	.	3	
	NEMA		\$63,470	\$74,999	\$82,000	.	9
	SEMC		\$39,000	\$40,989	\$63,000	.	7
	WMA			\$66,750		.	6
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M						0
	\$1,000,001–\$3M		\$47,250	\$63,470	\$75,725	.	6
	>\$3M	\$40,435	\$55,000	\$70,000	\$83,300	\$118,825	47
Discipline	Art	\$39,020	\$64,000	\$71,392	\$97,350	\$134,821	17
	History		\$46,495	\$55,000	\$73,470	.	9
	Combination			\$70,000		.	6
	All others	\$46,586	\$58,856	\$74,999	\$84,000	\$108,364	23
Governance	Nonprofit	\$40,000	\$56,928	\$71,392	\$81,650	\$117,880	49
	Government		\$46,971	\$57,500	\$67,000	.	6
	All others						0
Location	Urban	\$45,000	\$55,000	\$71,392	\$80,000	\$116,700	39
	Suburban	\$37,500	\$40,742	\$65,500	\$79,463	\$123,066	14
	Rural			--	.	.	2
Gender	Female	\$40,911	\$55,000	\$70,000	\$78,000	\$104,417	45
	Male		\$43,750	\$62,500	\$70,875	.	8
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$40,079	\$53,750	\$69,398	\$79,325	\$119,031	30
	Master's	\$45,600		\$66,000		\$122,161	11
	Doctorate			--	.	.	2

Grants Manager

Responsible for researching, developing, writing and submitting proposals for secure foundation and government grants. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.40 Grants Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$33,471	\$43,721	\$56,000	\$69,150	\$79,237	33
	MAAM	\$42,564		\$52,350		\$74,690	10
	MPMA			\$46,363		.	5
	NEMA	\$40,639	\$47,819	\$58,375	\$67,469	\$115,713	14
	SEMC	\$31,200	\$34,250	\$46,460	\$60,657	\$82,070	17
	WMA		\$44,231	\$54,300	\$68,750	.	9
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K						0
	\$500,001–\$1M			--	.	.	3
	\$1,000,001–\$3M		\$31,970	\$45,349	\$55,591	.	8
	>\$3M	\$37,080	\$45,913	\$54,300	\$68,250	\$77,250	69
Discipline	Art	\$35,376	\$46,050	\$52,022	\$58,710	\$75,836	31
	History	\$34,286	\$46,369	\$54,500	\$68,425	\$74,713	20
	Combination			\$44,313		.	6
	All others	\$31,200	\$41,900	\$54,300	\$67,628	\$81,000	29
Governance	Nonprofit	\$33,578	\$43,105	\$51,000	\$64,089	\$72,625	70
	Government	\$33,200		\$58,111		\$84,034	13
	All others			\$50,500		.	4
Location	Urban	\$32,750	\$43,331	\$55,500	\$63,450	\$72,015	64
	Suburban	\$43,014	\$45,263	\$49,000	\$75,668	\$151,493	20
	Rural			--	.	.	3
Gender	Female	\$34,350	\$45,000	\$52,262	\$63,175	\$77,211	70
	Male	\$31,720	\$42,721	\$55,000	\$66,378	\$76,200	17
Highest degree completed	< 2-year degree			--			1
	4-year degree	\$31,440	\$41,950	\$48,350	\$58,208	\$66,827	42
	Master's	\$34,856	\$45,000	\$58,000	\$72,100	\$127,046	27
	Doctorate						0

Public Relations A, Director of Public Relations

Responsible for public affairs and information activities of the institution. Directs media relations, publicity and customer relation activities of the organization. Typical qualifications: B.A. plus several years of related experience.

Table 4.41 Public Relations A, Director of Public Relations.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$43,547	\$47,757	\$51,500	\$70,000	\$84,896	29
	MAAM	\$31,266	\$43,109	\$69,774	\$77,463	\$97,780	10
	MPMA		\$43,903	\$58,764	\$76,570	.	8
	NEMA	\$24,385		\$65,000		\$89,180	10
	SEMC	\$31,300	\$38,844	\$50,000	\$59,160	\$78,629	15
	WMA			--	.	.	3
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--	.	.	1
	\$500,001–\$1M			--			2
	\$1,000,001–\$3M	\$28,218		\$46,649		\$74,250	14
	>\$3M	\$43,773	\$48,629	\$58,744	\$71,642	\$88,469	52
Discipline	Art	\$38,523	\$45,750	\$60,180	\$80,875	\$90,314	28
	History	\$32,230	\$42,459	\$49,540	\$59,413	\$72,086	18
	Combination			\$46,051		.	5
	All others	\$32,706	\$50,000	\$66,306	\$78,416	\$105,248	25
Governance	Nonprofit	\$35,772	\$48,172	\$60,000	\$73,000	\$89,490	60
	Government	\$39,491		\$49,507		\$85,086	12
	All others			\$50,770		.	4
Location	Urban	\$36,191	\$48,036	\$59,189	\$71,642	\$84,432	52
	Suburban	\$36,209	\$42,263	\$57,261	\$74,049	\$92,508	21
	Rural			--			3
Gender	Female	\$36,306	\$44,300	\$56,650	\$70,616	\$87,958	63
	Male	\$37,757	\$49,536	\$58,319	\$69,969	\$91,367	14
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$36,318	\$45,628	\$58,319	\$70,000	\$87,448	44
	Master's	\$34,340	\$42,459	\$51,150	\$68,240	\$81,870	18
	Doctorate			--			2

Public Relations B

Assists director of public relations in performance of duties. Typical qualifications: B.A. in a related field.

Table 4.42 Public Relations B.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$26,040		\$41,000		\$63,752	13
	MAAM		\$36,050	\$42,800	\$50,583	.	7
	MPMA		\$24,000	\$43,758	\$54,765	.	7
	NEMA		\$28,789	\$33,000	\$42,400	.	5
	SEMC	\$21,700		\$36,000		\$47,286	13
	WMA		\$42,120	\$46,000	\$60,000	.	7
Budget size	Up to \$250,000						0
	\$250,001–\$500K			--			1
	\$500,001–\$1M			--	.	.	3
	\$1,000,001–\$3M	\$23,474		\$33,300		\$43,566	11
	>\$3M	\$31,430	\$35,600	\$44,300	\$54,765	\$61,104	35
Discipline	Art	\$23,819	\$33,386	\$40,180	\$47,375	\$55,650	18
	History	\$22,380	\$33,075	\$41,304	\$49,625	\$57,453	16
	Combination			\$45,408		.	4
	All others	\$26,860	\$32,000	\$41,000	\$48,960	\$74,951	15
Governance	Nonprofit	\$25,120	\$33,650	\$41,000	\$51,042	\$60,672	41
	Government		\$36,990	\$42,514	\$46,115	.	8
	All others			\$31,788		.	4
Location	Urban	\$30,300	\$35,258	\$42,420	\$54,796	\$60,504	33
	Suburban	\$23,910	\$33,000	\$39,768	\$45,465	\$55,500	15
	Rural			\$30,576		.	5
Gender	Female	\$24,025	\$32,250	\$41,300	\$50,177	\$60,756	40
	Male	\$30,214		\$39,768		\$55,770	13
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$29,182	\$33,300	\$40,000	\$48,960	\$60,672	31
	Master's	\$24,685		\$42,610		\$81,200	10
	Doctorate						0

Membership A, Director of Membership

Responsible for membership program and supervision of assistant(s); establishes membership goals, oversees development and implementation of membership programs and services and directs campaigns to increase membership. Typical qualifications: B.A. plus several years of related experience.

Table 4.43 Membership A, Director of Membership.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$33,402	\$42,252	\$55,750	\$78,885	\$90,474	30
	MAAM	\$35,535		\$46,000		\$71,125	14
	MPMA			\$54,586		.	6
	NEMA	\$34,680	\$43,500	\$52,500	\$67,395	\$85,765	18
	SEMC	\$25,800	\$31,000	\$35,000	\$40,654	\$49,428	21
	WMA			--	.	.	3
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			--	.	.	2
	\$500,001–\$1M			--	.	.	3
	\$1,000,001–\$3M	\$25,450	\$34,247	\$38,000	\$42,084	\$47,424	18
	>\$3M	\$34,700	\$42,000	\$53,300	\$71,400	\$87,090	63
Discipline	Art	\$34,112	\$38,417	\$46,582	\$59,000	\$85,000	29
	History	\$30,120	\$34,984	\$42,168	\$60,269	\$80,016	24
	Combination		\$33,500	\$40,154	\$53,960	.	8
	All others	\$32,000	\$39,200	\$55,250	\$74,459	\$87,480	30
Governance	Nonprofit	\$32,000	\$37,250	\$49,554	\$68,265	\$85,350	72
	Government	\$27,620		\$43,976		\$70,635	14
	All others			\$40,654		.	6
Location	Urban	\$33,252	\$38,000	\$49,554	\$65,639	\$85,765	68
	Suburban	\$27,400	\$32,000	\$41,174	\$64,120	\$77,279	21
	Rural			--	.	.	3
Gender	Female	\$32,000	\$36,625	\$45,791	\$61,500	\$76,728	80
	Male	\$32,596		\$50,000		\$83,606	11
Highest degree completed	< 2-year degree			\$33,056		.	4
	4-year degree	\$32,300	\$37,250	\$46,000	\$61,519	\$74,784	52
	Master's	\$32,000	\$38,000	\$45,000	\$66,000	\$85,500	19
	Doctorate						0

Membership B

Assists director of membership in performance of duties. Typical qualifications: B.A. in related field or related experience.

Table 4.44 Membership B.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$24,330	\$28,508	\$34,873	\$43,876	\$51,761	28
	MAAM		\$31,000	\$40,300	\$47,900	.	7
	MPMA	\$22,564		\$29,499		\$43,573	14
	NEMA	\$27,410		\$35,682		\$40,529	12
	SEMC	\$27,090		\$33,500		\$43,500	12
	WMA	\$24,800		\$36,000		\$50,278	13
Budget size	Up to \$250,000						0
	\$250,001–\$500K			--			1
	\$500,001–\$1M			--			1
	\$1,000,001–\$3M	\$23,040	\$25,693	\$29,329	\$37,619	\$40,880	21
	>\$3M	\$27,943	\$31,998	\$35,000	\$42,393	\$47,950	58
Discipline	Art	\$26,180	\$31,000	\$35,000	\$43,505	\$50,261	35
	History	\$23,176	\$27,341	\$34,316	\$39,660	\$42,580	16
	Combination		\$25,500	\$30,000	\$33,723	.	9
	All others	\$24,000	\$31,750	\$35,521	\$42,643	\$49,330	26
Governance	Nonprofit	\$25,451	\$30,515	\$34,800	\$41,500	\$47,116	73
	Government		\$27,749	\$35,000	\$38,254	.	7
	All others			\$30,651		.	6
Location	Urban	\$26,200	\$31,000	\$35,000	\$41,900	\$48,300	51
	Suburban	\$24,450	\$27,595	\$33,500	\$40,325	\$44,151	28
	Rural		\$27,301	\$32,500	\$40,300	.	7
Gender	Female	\$25,085	\$29,329	\$34,945	\$40,755	\$46,248	79
	Male			\$34,160		.	6
Highest degree completed	< 2-year degree		\$25,043	\$33,000	\$41,645	.	9
	4-year degree	\$26,030	\$29,497	\$34,000	\$40,000	\$44,915	60
	Master's		\$33,500	\$36,364	\$42,975	.	9
	Doctorate						0

Volunteer Coordinator

Works with museum volunteer organization and solicits volunteer assistance from other sectors of the community; primary liaison between volunteers and staff; coordinates scheduling of volunteer work. Typical qualifications: two years of related experience.

Table 4.45 Volunteer Coordinator.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$29,200	\$33,119	\$36,312	\$44,557	\$50,377	35
	MAAM	\$19,600		\$39,253		\$53,000	13
	MPMA	\$27,041		\$37,086		\$59,531	14
	NEMA		\$28,450	\$32,000	\$34,981	.	6
	SEMC	\$25,450	\$28,750	\$33,500	\$40,139	\$46,097	18
	WMA	\$25,868		\$36,450		\$44,700	12
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K						0
	\$500,001–\$1M			\$30,000		.	4
	\$1,000,001–\$3M	\$25,000	\$26,081	\$32,000	\$36,312	\$45,000	19
	>\$3M	\$30,000	\$33,948	\$37,963	\$44,720	\$50,836	70
Discipline	Art	\$25,760	\$33,573	\$36,550	\$44,510	\$57,484	16
	History	\$25,900	\$31,371	\$35,882	\$42,214	\$55,300	28
	Combination	\$23,880		\$33,217		\$48,277	11
	All others	\$30,000	\$32,252	\$37,139	\$44,139	\$48,781	42
Governance	Nonprofit	\$28,000	\$32,102	\$36,182	\$43,100	\$50,000	74
	Government	\$25,000	\$29,762	\$36,500	\$43,919	\$58,595	18
	All others		\$28,000	\$31,761	\$42,744	.	7
Location	Urban	\$28,000	\$33,063	\$36,206	\$44,000	\$50,000	70
	Suburban	\$25,000	\$30,666	\$33,119	\$39,270	\$49,652	23
	Rural			\$36,172		.	6
Gender	Female	\$26,073	\$31,761	\$35,300	\$40,477	\$48,110	88
	Male	\$26,800		\$38,437		\$57,400	11
Highest degree completed	< 2-year degree			\$34,900		.	5
	4-year degree	\$26,000	\$30,500	\$35,050	\$40,686	\$49,552	54
	Master's	\$25,757	\$32,218	\$37,863	\$44,058	\$50,915	26
	Doctorate						0

Director of Publications/Editor

Responsible for management of publications, editorial and production functions. Typical qualifications: B.A. plus several years of related experience.

Table 4.46 Director of Publications/Editor.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$32,400	\$41,346	\$55,916	\$71,527	\$80,245	21
	MAAM			\$86,410		.	4
	MPMA			\$60,179		.	5
	NEMA			--	.	.	3
	SEMC			\$61,260		.	4
	WMA						0
Budget size	Up to \$250,000						0
	\$250,001–\$500K						0
	\$500,001–\$1M			--			1
	\$1,000,001–\$3M			\$42,300		.	5
	>\$3M	\$43,472	\$51,445	\$65,650	\$88,419	\$107,100	29
Discipline	Art	\$41,918	\$50,295	\$65,000	\$92,792	\$115,136	17
	History	\$30,654		\$59,840		\$104,459	10
	Combination			--	.	.	3
	All others		\$40,000	\$62,930	\$84,074	.	7
Governance	Nonprofit	\$34,600	\$44,215	\$57,925	\$86,247	\$107,055	30
	Government		\$52,243	\$59,840	\$77,627	.	6
	All others			--	.	.	1
Location	Urban	\$35,800	\$44,215	\$59,264	\$83,721	\$106,965	22
	Suburban	\$33,074		\$59,900		\$128,965	12
	Rural			--	.	.	3
Gender	Female	\$38,200	\$44,215	\$56,158	\$74,126	\$97,104	26
	Male	\$31,958		\$75,000		\$106,734	10
Highest degree completed	< 2-year degree			--	.	.	1
	4-year degree	\$37,000		\$57,609		\$92,792	14
	Master's	\$34,756		\$58,501		\$126,140	14
	Doctorate			--	.	.	2

Museum Store Manager

Responsible for operation of museum store including ordering merchandise, maintaining inventory, keeping financial records and training and supervising clerks. Typical qualifications: high school diploma with previous store management experience or B.A. plus related experience.

Table 4.47 Museum Store Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$29,940	\$34,259	\$42,000	\$54,694	\$71,500	33
	MAAM	\$28,560	\$32,875	\$45,387	\$60,900	\$71,436	24
	MPMA	\$32,710	\$33,280	\$40,000	\$56,493	\$61,556	19
	NEMA	\$23,820	\$32,215	\$39,000	\$46,410	\$66,300	26
	SEMC	\$25,986	\$29,528	\$37,000	\$48,971	\$60,729	28
	WMA	\$28,005	\$37,000	\$45,000	\$55,000	\$68,580	19
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--			1
	\$500,001–\$1M	\$24,400		\$34,140		\$45,810	10
	\$1,000,001–\$3M	\$28,000	\$29,388	\$33,500	\$38,000	\$46,708	43
	>\$3M	\$32,333	\$38,000	\$47,565	\$58,651	\$72,612	86
Discipline	Art	\$31,993	\$35,518	\$47,219	\$57,293	\$70,250	48
	History	\$27,376	\$32,961	\$38,000	\$49,100	\$62,426	45
	Combination	\$28,000	\$30,502	\$35,808	\$53,600	\$72,872	19
	All others	\$28,000	\$33,550	\$40,000	\$49,098	\$65,694	37
Governance	Nonprofit	\$28,304	\$33,335	\$42,459	\$54,816	\$66,975	112
	Government	\$29,611	\$32,922	\$38,000	\$51,005	\$59,470	31
	All others		\$29,350	\$42,504	\$56,258	.	8
Location	Urban	\$29,120	\$34,000	\$43,497	\$55,000	\$67,626	99
	Suburban	\$29,208	\$35,000	\$40,000	\$53,000	\$64,462	40
	Rural	\$21,934		\$32,582		\$55,089	12
Gender	Female	\$29,072	\$33,390	\$43,200	\$53,300	\$65,080	125
	Male	\$26,400	\$32,390	\$38,000	\$53,071	\$74,023	25
Highest degree completed	< 2-year degree	\$29,181	\$32,028	\$36,359	\$44,230	\$49,981	16
	4-year degree	\$28,403	\$33,280	\$42,000	\$53,844	\$66,596	103
	Master's		\$33,090	\$36,179	\$53,519	.	8
	Doctorate						0

Functions Manager (Rentals/Special Events)

Responsible for coordination and management of facility rentals and special events; may assist director of development in performance of duties. Typical qualifications: B.A. plus several years of related experience.

Table 4.48 Functions Manager (Rentals/Special Events).

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$31,180	\$34,850	\$43,811	\$57,818	\$75,125	38
	MAAM	\$30,000		\$38,500		\$87,500	14
	MPMA	\$33,220		\$43,000		\$52,237	11
	NEMA	\$32,110	\$40,250	\$45,903	\$55,875	\$73,127	16
	SEMC	\$30,700	\$35,000	\$43,500	\$50,000	\$63,468	16
	WMA		\$30,850	\$43,000	\$76,177	.	8
Budget size	Up to \$250,000						0
	\$250,001–\$500K			\$31,000		.	4
	\$500,001–\$1M		\$31,250	\$35,500	\$41,500	.	8
	\$1,000,001–\$3M	\$31,000	\$32,300	\$35,000	\$40,000	\$46,000	19
	>\$3M	\$34,308	\$41,000	\$48,500	\$59,004	\$76,547	67
Discipline	Art	\$34,700	\$38,066	\$47,153	\$57,488	\$76,993	34
	History	\$32,500	\$35,475	\$41,307	\$48,140	\$68,188	24
	Combination	\$24,640		\$40,400		\$67,459	11
	All others	\$30,300	\$34,165	\$44,000	\$55,187	\$69,591	32
Governance	Nonprofit	\$31,753	\$35,650	\$43,811	\$53,077	\$73,897	86
	Government	\$26,338		\$37,627		\$73,869	11
	All others			\$40,765		.	6
Location	Urban	\$32,114	\$36,900	\$45,000	\$56,650	\$77,142	63
	Suburban	\$30,480	\$34,420	\$40,000	\$50,096	\$59,827	33
	Rural		\$35,000	\$40,400	\$44,720	.	7
Gender	Female	\$31,140	\$35,000	\$42,000	\$52,111	\$73,897	86
	Male	\$33,780	\$38,034	\$48,907	\$53,143	\$66,000	17
Highest degree completed	< 2-year degree	\$25,100		\$38,450		\$56,303	12
	4-year degree	\$32,460	\$35,500	\$44,000	\$52,225	\$73,947	67
	Master's	\$30,530		\$47,665		\$89,141	12
	Doctorate						0

Social Media Manager

Responsible for implementing all social media and strategies for the museum. Typical qualifications: bachelor's degree plus two years of related experience.

Table 4.49 Social Media Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$34,999	\$36,184	\$40,800	\$47,475	\$55,225	20
	MAAM			\$42,210		.	5
	MPMA			\$36,885		.	6
	NEMA			\$42,306		.	6
	SEMC		\$30,680	\$33,500	\$39,600	.	7
	WMA			\$43,200		.	5
Budget size	Up to \$250,000			--	.	.	2
	\$250,001–\$500K			--			1
	\$500,001–\$1M			--	.	.	1
	\$1,000,001–\$3M		\$35,250	\$36,746	\$41,100	.	8
	>\$3M	\$33,600	\$36,608	\$42,500	\$47,150	\$56,826	35
Discipline	Art	\$35,262		\$42,262		\$48,250	14
	History	\$34,250		\$41,905		\$82,480	12
	Combination		\$29,050	\$35,500	\$36,456	.	8
	All others	\$30,610	\$36,720	\$43,000	\$45,905	\$49,200	15
Governance	Nonprofit	\$31,144	\$36,000	\$38,722	\$45,450	\$50,500	41
	Government			\$40,000		.	5
	All others			--	.	.	3
Location	Urban	\$30,627	\$36,000	\$42,355	\$46,239	\$54,575	36
	Suburban	\$33,301		\$37,049		\$63,400	12
	Rural			--	.	.	1
Gender	Female	\$30,610	\$36,000	\$40,000	\$45,905	\$54,010	35
	Male	\$34,011		\$38,722		\$55,055	13
Highest degree completed	< 2-year degree			--	.	.	3
	4-year degree	\$30,504	\$34,763	\$38,722	\$44,100	\$48,000	29
	Master's	\$35,099		\$42,880		\$84,615	10
	Doctorate						0

Web Manager

Responsible for development, site management and content of the museum's website or online presence; may include social media outreach. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.50 Web Manager.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$30,500	\$39,367	\$62,400	\$70,514	\$83,930	20
	MAAM			\$47,410		.	6
	MPMA			\$46,573		.	6
	NEMA		\$41,200	\$54,075	\$65,000	.	7
	SEMC		\$34,000	\$41,762	\$56,000	.	7
	WMA			\$66,890		.	4
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K						0
	\$500,001–\$1M			--			2
	\$1,000,001–\$3M			\$46,500		.	4
	>\$3M	\$37,827	\$41,689	\$54,080	\$65,000	\$72,500	39
Discipline	Art	\$39,525	\$43,231	\$54,075	\$70,000	\$88,380	15
	History	\$31,750		\$47,000		\$75,100	14
	Combination			--	.	.	3
	All others	\$34,800	\$40,881	\$56,000	\$68,328	\$73,565	17
Governance	Nonprofit	\$34,100	\$41,708	\$54,078	\$66,500	\$72,366	40
	Government		\$41,688	\$44,881	\$54,853	.	8
	All others			--	.	.	2
Location	Urban	\$36,400	\$44,241	\$54,669	\$66,500	\$72,366	40
	Suburban		\$36,414	\$41,689	\$47,250	.	9
	Rural			--			1
Gender	Female	\$31,750	\$38,073	\$45,750	\$55,520	\$66,000	24
	Male	\$40,352	\$44,129	\$62,400	\$69,914	\$77,850	24
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$32,450	\$40,000	\$48,910	\$63,060	\$66,847	26
	Master's		\$41,725	\$46,500	\$57,000	.	9
	Doctorate						0

Graphic Designer

Responsible for conceptualizing and producing design projects for various museum departments; coordinates print production with outside vendors; executes graphics for communications and marketing campaigns. Typical qualifications: bachelor's degree plus several years of related experience.

Table 4.51 Graphic Designer.

Category		10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Region	AMM	\$28,646	\$33,540	\$42,900	\$56,391	\$65,592	38
	MAAM	\$34,190		\$49,032		\$69,215	11
	MPMA	\$29,500		\$40,193		\$57,889	14
	NEMA	\$31,447	\$35,250	\$44,500	\$47,775	\$73,659	16
	SEMC	\$25,570	\$30,000	\$38,800	\$47,435	\$53,439	21
	WMA	\$19,018		\$52,180		\$56,562	11
Budget size	Up to \$250,000			--			1
	\$250,001–\$500K			--			1
	\$500,001–\$1M			--			3
	\$1,000,001–\$3M	\$20,457	\$30,250	\$36,818	\$44,450	\$53,328	16
	>\$3M	\$31,000	\$35,235	\$45,000	\$53,000	\$61,996	88
Discipline	Art	\$30,880	\$35,496	\$47,500	\$53,290	\$61,267	33
	History	\$24,289	\$34,453	\$41,100	\$45,901	\$56,858	23
	Combination	\$26,200		\$42,000		\$65,640	11
	All others	\$28,800	\$32,927	\$42,435	\$52,765	\$63,245	45
Governance	Nonprofit	\$30,031	\$34,453	\$44,600	\$53,000	\$63,524	91
	Government	\$30,720	\$35,896	\$42,153	\$53,287	\$54,171	16
	All others			\$30,000		.	5
Location	Urban	\$29,296	\$34,058	\$44,300	\$53,020	\$64,874	81
	Suburban	\$29,570	\$34,124	\$43,000	\$52,460	\$54,411	27
	Rural			\$40,258		.	4
Gender	Female	\$29,300	\$33,290	\$40,000	\$50,500	\$60,041	82
	Male	\$33,000	\$37,900	\$46,676	\$53,170	\$58,764	29
Highest degree completed	< 2-year degree			--	.	.	2
	4-year degree	\$29,912	\$33,269	\$40,000	\$48,888	\$56,149	88
	Master's		\$39,250	\$49,500	\$54,500		9
	Doctorate						0

5. Benefits and Personnel Policies

Typically compensation includes more than hourly wages or an annual salary. Monetary and nonmonetary benefits are also important forms of compensation and need to be considered as part of the full compensation picture at both the institutional and individual levels. Nonprofit museums, like other mission-driven nonprofits, often try to balance relatively low salaries with competitive and robust benefits packages as an effective way to attract talent and retain employees. But gathering consistent information about benefits is much more difficult than collecting data about salaries. The value of benefits can vary significantly, even within one institution, depending on factors such as employee status (e.g., exempt versus nonexempt workers), incumbency (e.g., pension contributions or vacation days that increase with time of employment), part-time versus full-time employment, membership in a union or even how an employee decides to avail herself of the “cafeteria” benefit options offered by the employer. Furthermore, putting a value on nonmonetary benefits like flextime, learning opportunities or a private workspace is problematic at best—and certainly beyond the scope of this report. Instead this report focuses on whether or not museums offer various benefits to their full-time employees at all, rather than the cost or value of the benefits.

Insurance Benefits

Three-quarters (n = 507, 75.1%) of museums in the survey sample offered employer-sponsored health insurance (ESI) to their full-time employees for the fiscal year including December 2013 (Table 5.1). Additionally almost 70% (n = 479) of museums reported offering benefits to employees and their spouses and dependents. This data suggests that museums offering benefits to employees have decreased slightly since the *2012 National Comparative Museum Salary Study*.

Table 5.1 Insurance benefits offered to full-time employees by budget size.

	< \$250K	\$250K–\$500K	\$500K–\$1M	\$1M–\$3M	> \$3M
Health insurance (for employee only)					
Not offered	60.6%	24.2%	8.3%	2.3%	4.9%
Offered (paid in full by museum)	15.9%	36.4%	35.4%	30.2%	20.3%
Offered (paid in part by museum)	18.8%	36.4%	56.3%	65.9%	71.3%
Offered (not paid by the museum)	4.8%	3.0%	0.0%	1.6%	3.5%
n	208	99	96	129	143
Health insurance (for employee plus spouse/partner and/or dependents)					
Not offered	66.8%	40.6%	20.0%	8.3%	1.3%
Offered (paid in full by museum)	3.8%	6.3%	5.3%	5.3%	5.8%
Offered (paid in part by museum)	19.4%	34.4%	45.3%	59.4%	74.4%
Offered (not paid by the museum)	10.0%	18.8%	29.5%	27.1%	18.6%
n	211	96	95	133	156
Dental insurance (for employee only)					
Not offered	68.1%	43.3%	29.0%	21.1%	7.6%
Offered (paid in full by museum)	7.8%	15.5%	28.0%	17.2%	16.7%
Offered (paid in part by museum)	15.2%	26.8%	32.3%	46.1%	54.2%
Offered (not paid by the museum)	8.8%	14.4%	10.8%	15.6%	21.5%
n	204	97	93	128	144
Dental insurance (for employee plus spouse/partner and/or dependents)					
Not offered	69.5%	51.6%	35.1%	24.2%	3.2%
Offered (paid in full by museum)	2.9%	6.3%	6.4%	6.1%	4.5%
Offered (paid in part by museum)	17.1%	24.2%	31.9%	41.7%	58.1%
Offered (not paid by the museum)	10.5%	17.9%	26.6%	28.0%	34.2%
n	210	95	94	132	155
Life insurance					
Not offered	72.2%	52.6%	33.3%	15.9%	1.9%
Offered (paid in full by museum)	7.2%	20.6%	39.6%	55.3%	72.9%
Offered (paid in part by museum)	12.0%	17.5%	19.8%	22.0%	12.9%
Offered (not paid by the museum)	8.6%	9.3%	7.3%	6.8%	12.3%
n	209	97	96	132	155

Long-term disability insurance (LTD)					
Not offered	76.1%	59.6%	43.8%	32.0%	8.4%
Offered (paid in full by museum)	6.8%	19.2%	22.9%	41.4%	63.9%
Offered (paid in part by museum)	6.8%	11.1%	14.6%	10.2%	9.0%
Offered (not paid by the museum)	10.2%	10.1%	18.8%	16.4%	18.7%
n	205	99	96	128	155
Short-term disability insurance (STD)					
Not offered	81.0%	58.2%	47.9%	37.3%	15.6%
Offered (paid in full by museum)	4.5%	16.3%	21.3%	29.4%	48.7%
Offered (paid in part by museum)	5.5%	12.2%	14.9%	10.3%	7.8%
Offered (not paid by the museum)	9.0%	13.3%	16.0%	23.0%	27.9%
n	200	98	94	126	154
Long-term care insurance					
Not offered	68.2%	65.6%	61.7%	74.4%	86.1%
Offered (paid in full by museum)	4.0%	4.1%	5.3%	4.4%	1.5%
Offered (paid in part by museum)	2.0%	3.3%	10.6%	5.6%	3.5%
Offered (not paid by the museum)	25.8%	27.0%	22.3%	15.6%	8.9%
n	151	122	94	90	202
Employee assistance program (EAP)					
Not offered	79.3%	64.6%	61.3%	48.1%	24.7%
Offered (paid in full by museum)	7.4%	27.1%	22.6%	30.2%	59.1%
Offered (paid in part by museum)	6.9%	4.2%	10.8%	14.0%	9.1%
Offered (not paid by the museum)	6.4%	4.2%	5.4%	7.8%	7.1%
n	203	96	93	129	154

Of 178 institutions that offer benefits to part-time employees, slightly more than three quarters require a minimum number of worked hours (n = 136, 76%).

Although museums offer a variety of insurance benefits, individual medical insurance was by far the most common benefit in this category (75%). The availability of insurance benefits was strongly related to museum budget size, in part because museums with larger budgets tend to have larger staffs, which tends to reduce the per-employee cost of providing benefits. In the 2012 salary survey, the majority of the smallest museums, with operating budgets under \$250,000 a year, reported they offered employer-sponsored health insurance. In the 2012 survey, out of around 200 institutions with small operating budgets, only about a third offered individual or family medical insurance plans.

Other Employment Benefits

Slightly over 20% of museums offering retirement benefits indicated that they offer a pension plan (n = 152), while the majority of participating museums indicated they allow their full-time employees to participate in defined contribution retirement plans such as IRAs, 401(k) or 403(b) plans (n = 413). About half of participating museum institutions offered access to a retirement or pension plan for full-time employees (n = 380, 51%). The most common full-time employee benefit offered by museums among noninsurance benefits is covering costs of professional development (n = 573, 83%).

Respondents were asked to report the “typical” percentage of a qualifying employee’s salary that the museum contributes to the retirement plan:

Typical Percentage	
min value	0.0%
first quartile	3.0%
median value	5.0%
third quartile	9.0%
max value*	30.0%

Figure 5.1. Number of institutions offering defined contribution retirement plans to FTEs and PTEs.



In some cases, the availability of noninsurance benefits tends to increase with the size of a museum's budget (Table 5.2). This is especially true for benefits with a clear monetary value, such as discounts at the museum shop or covering the cost of professional membership fees. The distribution of employee benefits that reflect an institutional commitment to flexibility (e.g., flexible working hours and the option of telecommuting) does not seem to be related to budget size. Very few museums offer onsite daycare, regardless of their size.

Table 5.2 Other benefits offered to full-time employees by budget size.

	< \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$3M	> \$3M
Annual bonus					
All	14%	19%	14%	12%	10%
Some	9%	16%	22%	22%	29%
None	77%	65%	64%	66%	61%
Total	195	93	94	130	149
Child care assistance					
All	1%	3%	3%	1%	3%
Some	2%	1%	6%	2%	2%
None	97%	96%	90%	97%	95%
Total	191	92	93	127	150
Flex-time/flexible working hours					
All	32%	46%	41%	24%	14%
Some	33%	36%	41%	53%	66%
None	35%	18%	18%	22%	20%
Total	191	96	95	131	152
Flexible medical spending accounts					
All	20%	34%	40%	59%	74%
Some	5%	5%	7%	6%	10%
None	76%	60%	53%	35%	16%

Total	189	93	95	130	154
Internal museum discounts (museum shop, restaurant, etc.)					
All	33%	49%	70%	81%	90%
Some	9%	9%	5%	4%	5%
None	57%	41%	25%	14%	5%
Total	192	95	96	135	155
Paid sabbatical					
All	1%	1%	2%	1%	3%
Some	4%	5%	10%	9%	15%
None	96%	93%	88%	91%	82%
Total	188	91	92	128	150
Professional development fees paid (in full or in part)					
All	28%	45%	44%	37%	25%
Some	38%	40%	48%	53%	66%
None	34%	15%	8%	11%	10%
Total	195	95	96	133	154
Professional memberships paid (in full or in part)					
All	29%	36%	30%	24%	20%
Some	34%	36%	55%	54%	67%
None	37%	28%	15%	22%	13%
Total	191	92	96	134	153
Release time (paid) for continuing education					
All	12%	25%	23%	15%	9%
Some	19%	29%	33%	26%	34%
None	69%	46%	44%	59%	58%
Total	186	91	94	133	151
Telecommuting					
All	9%	10%	7%	7%	1%
Some	14%	21%	41%	38%	54%
None	76%	69%	52%	55%	44%
Total	187	90	95	130	153

The majority of museums (n = 528, 71%) define paid time off as separately defined days for holidays, vacation days and sick days. Slightly more than 10% of institutions indicated that they keep holidays separate but combine the number of vacation days and sick days offered (see Figure 5.2).

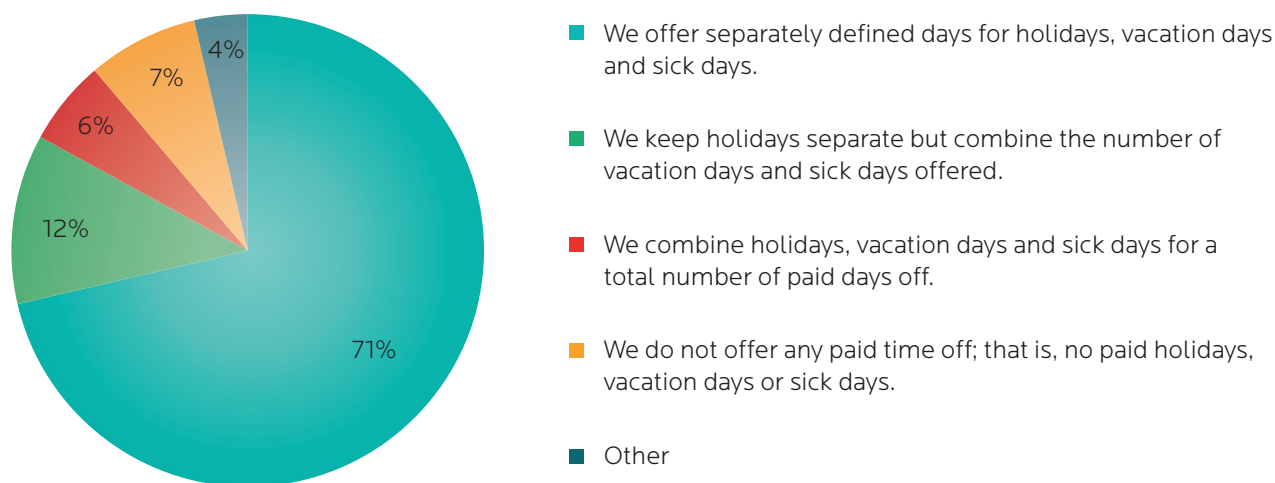


Figure 5.2. Definitions of paid time off in participating institutions.

Written Personnel policies

One of the “Characteristics of Excellence for U.S. Museums,” codified by the American Alliance of Museums, is that “the governing authority, staff and volunteers [at a museum] have a clear and shared understanding of their roles and responsibilities.” The best way to assure this is to have a written personnel policy; indeed, this is one of the basic documents that the AAM Accreditation Commission asks to see when it reviews a museum. As Table 5.3 shows, most museums participating in the survey (82%) have a written personnel policy and/or handbook. Museums that do not have a personnel policy and/or handbook are encouraged to contact the Alliance or their regional museum association for information about how to create one (including, in many cases, access to sample documents from peer institutions). “Characteristics of Excellence for U.S. Museums” can be found at <http://www.aam-us.org/resources/ethics-standards-and-best-practices/characteristics-of-excellence-for-u-s-museums>.

Table 5.3 Institutions with a published personnel policy/handbook.

Museums/Institutions that . . .	%	n
Have a published personnel policy/handbook	82%	613
Do not have a published personnel policy/handbook	17%	126
Unsure of the personnel policy/handbook status	1%	7
Total		746

Most museums employing full-time staff perform annual reviews for them (see Table 5.4). But just a little more than half of museums perform annual reviews for their part-time employees.

Table 5.4. Museums with performance reviews.

	Full-time Employees		Part-time Employees	
	%	n	%	n
Yes, for all employees	80%	563	57%	357
Yes, for some employees	7%	46	21%	131
No reviews	14%	97	22%	140
Total		706		628

Health Benefits

These data are also embedded in the report.

	Not offered	Paid in full by museum	Paid in part by museum	Not paid by museum	n
Health employee only	26.3%	24.2%	44.8%	4.7%	745
Health family	32.2%	8.0%	43.2%	16.7%	774
Dental employee only	38.1%	15.6%	33.3%	13.0%	738
Dental family	38.9%	6.9%	33.8%	20.4%	764
Life	38.1%	37.3%	15.3%	9.3%	764
LTD	45.0%	30.4%	10.0%	14.6%	760
STD	49.8%	23.3%	9.7%	17.2%	751
Long term care insurance	72.4%	4.8%	4.8%	18.1%	731
EAP	55.4%	27.9%	10.7%	6.0%	749

6. Part-time Positions at Museums

Museums rely on a combination of full-time, part-time and volunteer workers. This is especially true for smaller institutions that rely heavily on staff that may play multiple roles. The survey instructed respondents to provide information for the most senior staff person in any given position. This may mean that if a given position was filled by both full-time and part-time staff, information on the full-time staff person would have been provided (as that person would be more likely to have seniority). For this reason, there are probably more people filling part-time positions than are reflected in this data.

Museums should be cautious about using these data to set wages for their own part-time staff, because hourly wages are more likely to reflect local labor markets for similar jobs than regional or national norms for museum professionals, and local economic conditions vary tremendously.

The most common part-time position as reported by participating institutions was that of Educational Assistant (n = 61). Only 11 of the 51 positions had more than 30 part-time individuals filling those positions at museums. This data was not broken down by region, location, budget, etc., because the sample sizes were too small.

Table 6.1. Part-time positions.

	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	n
Executive Director/CEO/President	\$116	\$11,431	\$23,529	\$38,516	\$57,373	32
Vice President/Deputy/Associate/Assistant Director for Administration/Operations	\$10,610		\$36,156		\$81,154	10
Deputy/Associate/Assistant Director for Programming			\$12,500		.	5
Chief Financial Officer	\$11,246		\$35,200		\$67,675	14
Business Manager	\$2,880	\$14,193	\$21,490	\$33,978	\$58,740	21
Human Resources Director			\$38,168		.	5
Director/Manger of Information Services & Technology			\$18,426		.	4
Information Services & Technology B			\$--	.	.	2
Administrative Assistant to Director or Department/Division Head	\$3,000	\$10,590	\$15,000	\$23,157	\$27,885	46
Office Manager	\$9,605	\$11,395	\$16,000	\$24,700	\$29,841	40
Chief of Security						
Facilities Director	\$4,698		\$18,420		\$32,296	12
Archivist	\$1,207	\$9,341	\$16,600	\$27,608	\$35,763	27
Curator A/Chief Curator	\$5,080	\$11,200	\$21,000	\$34,000	\$67,766	31
Curator B/Senior Curator			\$31,903		.	8
Curator C/Assistant Curator	\$7,600	\$14,247	\$17,940	\$21,000	\$33,409	23
Curatorial Assistant	\$5,000	\$7,000	\$12,000	\$20,280	\$25,480	39
Registrar A/Collections Manager	\$1,755	\$7,875	\$12,500	\$21,528	\$37,380	36
Registrar B/Assistant Registrar	\$3,744	\$9,620	\$13,650	\$21,500	\$27,000	19
Conservator A						0
Conservator B			\$--	.	.	2
Head Librarian	\$1,210		\$22,363		\$51,657	14
Librarian Assistant	\$5,456	\$10,402	\$15,018	\$24,180	\$38,322	25
Imaging Manager, Head of Imaging/Visual Services			\$27,406		.	5
Photographer/Imaging Specialist	\$6,620		\$17,406		\$57,096	10
Educator A/Director of Education	\$5,784	\$14,796	\$19,611	\$28,410	\$36,600	35
Educator B	\$2,105	\$7,905	\$13,520	\$28,044	\$42,190	26
Visitor Research & Evaluation A/Director of Research and Evaluation/Visitor Research Manager			\$23,500		.	6

Educational Assistant	\$4,576	\$9,500	\$15,000	\$22,000	\$26,573	61
Public Programs Manager	\$6,238	\$10,050	\$18,500	\$25,494	\$31,322	37
Visitor Services Manager	\$5,295	\$9,250	\$15,300	\$21,756	\$35,500	24
Visitor Research & Evaluation B/Visitor Research Associate or Assistant			\$12,729		.	7
Exhibition Designer/Chief of Exhibitions			\$20,000		.	7
Coordinator of Exhibitions	\$4,600		\$15,600		\$42,000	13
Technician/Preparator	\$918	\$7,000	\$13,264	\$18,689	\$31,227	32
Vice President/Director of External Affairs			\$--	.	.	2
Director of Marketing	\$5,402	\$20,600	\$29,219	\$49,000	\$70,418	18
Development A, Vice President/Director of Development			\$33,696		.	7
Development B	\$11,280		\$23,750		\$67,393	10
Major Gifts Officer						0
Grants Manager		\$17,360	\$24,960	\$40,900	.	9
Public Relations A/Director of Public Relations			\$22,313		.	6
Public Relations B	\$7,140	\$9,000	\$19,926	\$24,000	\$33,888	15
Membership A/Director of Membership			\$23,088		.	7
Membership B	\$3,541	\$9,770	\$16,219	\$23,741	\$30,730	24
Volunteer Coordinator	\$7,160	\$12,080	\$17,940	\$27,422	\$32,624	37
Director of Publications/Editor			\$--	.	.	3
Museum Store Manager	\$10,000	\$12,000	\$17,500	\$22,243	\$29,700	39
Functions Manager (Rentals/Special Events)	\$4,501	\$12,275	\$17,500	\$20,914	\$26,916	18
Social Media Manager	\$5,552		\$20,000		\$38,363	13
Web Manager	\$1,100		\$6,600		\$43,201	11
Graphic Designer	\$4,501	\$7,650	\$13,264	\$23,035	\$46,236	22

References

Ingram, D.D. & Franco, S.J. *2013 NCHS urban–rural classification scheme for counties*. National Center for Health Statistics. Vital Health Stat 2 (166). 2014.

U.S. Census Bureau: State and County QuickFacts. Data derived from Population Estimates, American Community Survey, Census of Population and Housing, State and County Housing Unit Estimates, County Business Patterns, Non-employer Statistics, Economic Census, Survey of Business Owners, Building Permits. Last Revised: Tuesday, 08-Jul-2014 06:37:33 EDT. Retrieved from <http://quickfacts.census.gov/qfd/states/00000.html>.

Appendix A

Museum Disciplines

Discipline	Discipline Type in Survey
Art	Art Museum/Center/Sculpture Garden
	Historic House
History	Historic Site/Landscape
	History Museum
	Historical Society
	Military Museum/Battlefield
Multi-Disciplinary	General or Multi-Disciplinary
Other	Aquarium
	Anthropology Museum
	Arboretum/Botanical Garden/Public Garden
	Children or Youth Museum
	Ethnically/Culturally/Tribally Specific Museum
	Hall of Fame
	Nature Center
	Natural History Museum
	Planetarium
	Science/Technology Center/Museum
	Specialized Museum
	Transportation
	Zoo/Animal Park
	Other (not listed above)

Museum Governance

Governance	Governance Type in Survey
Private nonprofit	Private nonprofit: 501(c)3 or operating as a private trust
Government	Municipal/County
	State Agency
	Federal
Other	Tribal
	For-profit
	Dual Governance
	Other

Appendix B

National Museum Survey Instrument

Thank you for taking the time to complete this survey. By sharing information about your museum and its employees, you are contributing to a vital resource for the entire museum field. This survey is a collaboration project of the American Alliance of Museums and the country's six regional museum associations.

Please budget 45 minutes to complete the survey, plus the time it takes for you to gather your museum's salary and benefit data. Any museum that completes the survey by Friday, April 18, 2014, will receive a complimentary copy of the final report when we publish it in summer 2014 (a \$100 value).

General Instructions:

- Please provide employment, salary and benefits data as of Dec. 31, 2013, unless otherwise directed.
- Please ignore questions about positions your museum does not have.
- This is an institutional survey. Each museum should only respond ONCE. If you are NOT the museum's executive director or a designated staff member (such as the CFO or HR director), please check with the executive director before entering any data to coordinate your museum's response.
- Your responses are automatically saved to the computer you started working on. You can also edit previous responses. Please remember to click SUBMIT on the final page when you are done.
- Questions? Contact AAMsurvey@newknowledge.org or the regional representative listed on the original invitation.

Please click on the right arrow below to continue to the survey.

Museum Name _____

This information is being collected for internal tracking purposes only. All identifying information will remain strictly confidential and will not be included in any public report of the survey results.

Name of the person completing this survey _____

This is the person we will contact if we have any questions about the survey responses. This is also the person we will contact when it comes time to distribute complimentary copies of the final report to participating museums.

Additional Respondent Information

Your Title _____

Your e-mail address _____

MUSEUM CHARACTERISTICS

Discipline

Please select from the pull-down list.

- | | |
|---|---|
| <input type="radio"/> Aquarium | <input type="radio"/> History Museum |
| <input type="radio"/> Anthropology Museum | <input type="radio"/> Historical Society |
| <input type="radio"/> Arboretum/Botanical Garden/Public Garden | <input type="radio"/> Military Museum/Battlefield |
| <input type="radio"/> Art Museum/Center/Sculpture Garden | <input type="radio"/> Nature Center |
| <input type="radio"/> Children's or Youth Museum | <input type="radio"/> Natural History Museum |
| <input type="radio"/> Ethnically/Culturally/Tribally Specific Museum | <input type="radio"/> Planetarium |
| <input type="radio"/> General or Multi-disciplinary Museum (several subjects) | <input type="radio"/> Presidential Library |
| <input type="radio"/> Hall of Fame (e.g. music, sports, entertainment, media) | <input type="radio"/> Science/Technology Center/Museum |
| <input type="radio"/> Historic House | <input type="radio"/> Specialized Museum (single topic/individual) |
| <input type="radio"/> Historic Site/Landscape | <input type="radio"/> Transportation (air & space, auto, maritime, train) |
| <input type="radio"/> Visitor/Interpretive Center | <input type="radio"/> Zoo/Animal Park |
| | <input type="radio"/> Other (not listed above) |

Governance Select the one option from the pull-down list that best describes your museum.

- ☐ Private nonprofit: 501(c)3 or operating as a private trust
- ☐ Government: municipal or county
- ☐ Government: state
- ☐ Government: federal
- ☐ Government: tribal
- ☐ For-profit
- ☐ Dual governance
- ☐ Other

Q7 Is your museum affiliated with a college, university or other academic institution?

- ☐ Yes
- ☐ No

Q8 Location Note that only U.S. museums should participate in this survey! If your museum has sites in more than one state, please list the state that is home to your primary location (most analysis will be by region instead of state).

- | | | |
|--|--------------------------------------|--|
| <input type="radio"/> Alabama | <input type="radio"/> Louisiana | <input type="radio"/> Oklahoma |
| <input type="radio"/> Alaska | <input type="radio"/> Maine | <input type="radio"/> Oregon |
| <input type="radio"/> Arizona | <input type="radio"/> Maryland | <input type="radio"/> Pennsylvania |
| <input type="radio"/> Arkansas | <input type="radio"/> Massachusetts | <input type="radio"/> Puerto Rico |
| <input type="radio"/> California | <input type="radio"/> Michigan | <input type="radio"/> Rhode Island |
| <input type="radio"/> Colorado | <input type="radio"/> Minnesota | <input type="radio"/> South Carolina |
| <input type="radio"/> Connecticut | <input type="radio"/> Mississippi | <input type="radio"/> South Dakota |
| <input type="radio"/> Delaware | <input type="radio"/> Missouri | <input type="radio"/> Tennessee |
| <input type="radio"/> District of Columbia | <input type="radio"/> Montana | <input type="radio"/> Texas |
| <input type="radio"/> Florida | <input type="radio"/> Nebraska | <input type="radio"/> U.S. Virgin Islands |
| <input type="radio"/> Georgia | <input type="radio"/> Nevada | <input type="radio"/> Utah |
| <input type="radio"/> Hawaii | <input type="radio"/> New Hampshire | <input type="radio"/> Vermont |
| <input type="radio"/> Idaho | <input type="radio"/> New Jersey | <input type="radio"/> Virginia |
| <input type="radio"/> Illinois | <input type="radio"/> New Mexico | <input type="radio"/> Washington |
| <input type="radio"/> Indiana | <input type="radio"/> New York | <input type="radio"/> West Virginia |
| <input type="radio"/> Iowa | <input type="radio"/> North Carolina | <input type="radio"/> Wisconsin |
| <input type="radio"/> Kansas | <input type="radio"/> North Dakota | <input type="radio"/> Wyoming |
| <input type="radio"/> Kentucky | <input type="radio"/> Ohio | <input type="radio"/> Other U.S. Territories |

ZIP code _____

We will use this information to determine whether your museum is in a county designated as urban, suburban or rural. If your museum operates at more than one site, please use the ZIP code for your primary location.

Budget size _____

Enter your museum's budgeted operating expenses for the fiscal year that included Dec. 31, 2013, using whole numbers only (an approximation is OK, but no ranges, please).

Opening Year _____

In what year was your institution first opened regularly to the public? If your institution has not yet opened then enter "0" (zero).

Onsite Yearly Attendance _____

Include everyone who visited your museum site(s), whether they were general visitors, museum members, participants in onsite museum activities, K-12 students, etc. Include everyone who paid a full or reduced entrance fee (if applicable) and everyone who entered for free. You can use the data from your most recent fiscal or calendar year.

STAFF SIZE AND EXPENSES

Staff Count

Use whole numbers only. Do not count unfilled positions, just actual employees. Do not count seasonal staff (defined as staff members who are hired to work fewer than nine months a year to meet heightened demand for a museum's services during a particular part of the year).

	as of Dec. 31, 2012	as of Dec. 31, 2013
Full-time paid staff (note: full-time employees typically work at least 30 hours a week)		
Part-time paid staff (note: part-time employees typically work fewer than 30 hours a week)		
Full-time unpaid staff		
Part-time unpaid staff		

Do you also have any paid seasonal staff? Again, seasonal staff includes employees who are hired to work fewer than nine months a year.

- ☐ Yes
- ☐ No
- ☐ Not Sure

Total Personnel Expenses Please enter personnel expenses for the fiscal year that included Dec. 31, 2013.

Salaries	
Benefits and payroll taxes (including FICA, Medicare, worker's comp, etc.)	
TOTAL	

Is any part of the museum's work force unionized? Please select from the pull-down menu.

- ☐ Yes
- ☐ No
- ☐ Not Sure

<Answer If Is any part of the museum's work force unionized? Please select from the pull-down menu. Yes Is Selected>

In what area(s) is the work force unionized? _____

Congratulations—you have now entered the heart of the salary survey!

We have identified 52 core positions that encompass most of the professional staffing needs at museums. We have divided these into five broad categories:

- Administration
- Collections
- Education
- Visitor Services & Research/Evaluation
- Exhibitions
- External Affairs

For each broad category, we will ask you which positions are actually filled at your museum and then ask for additional details (salaries and demographics) only for the positions relevant to your institution.

If there is more than one person in a position, please fill out the forms in regard to the most senior staff member. We recommend that you print out a copy of the descriptions and keep them next to you as you fill out the rest of the survey. Remember that your responses are automatically saved on the computer you are working on; you can return later to complete the survey.

Director/CEO/President

Provides institutional leadership; reports to and works with the board; plans, organizes and directs museum activities; responsible for policy making and funding; directs personnel and financial management; responsible for professional practices. Typical qualifications: advanced degree in academic or related field; significant administrative experience. Additional qualifications and specific duties vary widely. Please note: because of the unique importance of the Executive Director/CEO/President at most museums, this is the most detailed section in the survey. You will not have to answer as many questions for the other positions!

As of Dec. 31, 2013, was the Executive Director/CEO/President of your museum:

- ☐ Full time (paid)
- ☐ Part time (paid)
- ☐ Full time (volunteer/unpaid)
- ☐ Part time (volunteer/paid)
- ☐ Employed as a consultant/independent contractor
- ☐ This position was vacant on Dec. 31, 2013
- ☐ Other (please explain): _____

What is this position's specific job title? _____

Gender

- ☐ Male
- ☐ Female
- ☐ Choose not to respond

Age

- ☐ Choose not to answer
- ☐ Under 18
- ☐ 19–24
- ☐ 25–34
- ☐ 35–44
- ☐ 45–54
- ☐ 55–64
- ☐ 65–74
- ☐ 75 +

Highest degree completed by <Position Name>

- ☐ Unknown
- ☐ Less than high school
- ☐ High school graduate
- ☐ 2-year college/technical/associate's degree
- ☐ 4-year college/bachelor's degree
- ☐ Master's degree
- ☐ Professional degree (M.D., J.D., etc.)
- ☐ Doctoral degree (Ph.D., Ed.D., etc.)

Field of study

- ☐ Museum Studies or closely related field
- ☐ Business
- ☐ Education
- ☐ Library Studies
- ☐ Other

Years in present position (as of Dec. 31, 2013): _____

Please provide the following financial information about the <Position Name>.

Hours worked in a typical week	
Base salary	
Percentage change in base salary from Jan. 1, 2013, to Dec. 31, 2013 (enter as percentage only, leave blank if not applicable, can be a negative number)	
Amount of bonus in past 12 months (if not applicable please type in N/A)	
Amount of deferred compensation received in past 12 months (if not applicable, please type in N/A)	
Amount of deferred compensation that will be received in the next 12 months (if not applicable, please type in N/A)	

Which, if any, of the following benefits does your museum offer to the <Position Name>?

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does your museum offer retirement benefits to the <Position Name>?

- ☐ Yes
- ☐ No

Please explain how much paid time off (PTO) the <Position Name> receives and how that time is allocated.

ADMINISTRATION

Check all positions that were filled at your museum as of Dec. 31, 2013. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid) or volunteer (unpaid) employee or filled by someone working as an independent contractor/consultant.

- ☐ Deputy/Associate/Assistant Director for Programming
- ☐ Chief Financial Officer/Controller
- ☐ Business Manager
- ☐ Human Resources Director
- ☐ Director/Manager of Information Services & Technology
- ☐ Information Services & Technology B
- ☐ Administrative Assistant to Director or Department/Division Head
- ☐ Office Manager
- ☐ Chief of Security

- ☐ Facilities Director
- ☐ Vice President/Deputy/Associate/Assistant Director for Administration/Operations
- ☐ NONE OF THESE POSITIONS

For the positions you selected, please type in the remaining information. For gender, please type in M for male, F for female or O for Choose not to respond. Please type in the age and yearly salary in numeric digits. For Position Type, please type in FTE for full-time employee, PTE for part-time employee or Vol for Volunteer. For Highest Degree Earned, please type in the abbreviation of the academic degree, such as G.E.D. for high school or B.A. or B.S. for a four-year college.

Position	Gender (M/F/O)	Age	Yearly Salary	Position Type (FTE/PTE/Vol)	Highest Degree Earned (e.g. B.A., Ph.D.)
<Position/s Selected>					

Vice President/Deputy/Associate/Assistant Director for Administration/Operations

Responsible for several areas of administration, possibly including finance, restaurant, retail operations, personnel, information technology, buildings and security; supervision of budgets and several administrative professionals. Typical qualifications: business degree or administrative experience in a majority of the areas related to duties.

Full-Time: How many full-time, paid staff in this position as of Dec. 31, 2013? Please select from the drop-down below:

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

Does this person or do these people supervise other staff at the museum?

- ☐ Yes
- ☐ No
- ☐ Not Sure

If more than one person serves as the Vice President/Deputy/Associate/Assistant Director for Administration/Operations, please fill out the following information for the most senior person only.

Field studied by Vice President/Deputy/Associate/Assistant Director for Administration/Operations

- ☐ Museum Studies or closely related field
- ☐ Business
- ☐ Education
- ☐ Library Studies
- ☐ Other

Years in present position (as of Dec. 31, 2013): _____

Part-Time: How many part-time, paid staff served as the Vice President/Deputy/Associate/Assistant Director for Administration/Operations as of Dec. 31, 2013?

- ☐ 0
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4 or more

If you had more than one part-time (paid) staff member in this position, please provide details below about the most senior person in this position.

Hourly salary

Hours worked in a typical week

Q34 Volunteer: As of Dec. 31, 2013, did you have anyone filling the Vice President/Deputy/Associate/Assistant Director for Administration/Operations position as a volunteer (unpaid)?

- ☐ Yes
- ☐ No
- ☐ Not Sure

Independent Contractor:

As of Dec. 31, 2013, did you have anyone filling this position as an independent contractor/consultant (paid)?

- ☐ Yes
- ☐ No
- ☐ Not Sure

COLLECTIONS

Check all positions that were filled at your museum as of Dec. 31, 2013. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid) or volunteer (unpaid) employee or filled by someone working as an independent contractor/consultant.

- ☐ Archivist
- ☐ Curator A/Chief Curator
- ☐ Curator B/Senior Curator
- ☐ Curator C/Assistant Curator
- ☐ Curatorial Assistant
- ☐ Registrar A/Collections Manager
- ☐ Registrar B/Assistant Registrar
- ☐ Conservator A
- ☐ Conservator B
- ☐ Head Librarian
- ☐ Librarian Assistant
- ☐ Imaging Manager, Head of Imaging/Visual Services
- ☐ Photographer/Imaging Specialist
- ☐ NONE OF THESE POSITIONS

For the positions you selected, please type in the remaining information. For gender, please type in M for male, F for female or O for Choose not to respond. Please type in the age and yearly salary in numeric digits. For Position Type, please type in FTE for full-time employee, PTE for part-time employee or Vol for Volunteer. For Highest Degree Earned, please type in the abbreviation of the academic degree, such as G.E.D. for high school or B.A. or B.S. for a four-year college.

Position	Gender (M/F/O)	Age	Yearly Salary	Position Type (FTE/PTE/Vol)	Highest Degree Earned (e.g. B.A., Ph.D.)
<Position/s Selected>					

EDUCATION, VISITOR SERVICES & RESEARCH/EVALUATION

Check all positions that were filled at your museum as of Dec. 31, 2013. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid) or volunteer (unpaid) employee or filled by someone working as an independent contractor/consultant.

- ☐ Educator A/Director of Education
- ☐ Educator B
- ☐ Visitor Research & Evaluation A/Director of Research and Evaluation/Visitor Research Manager
- ☐ Educational Assistant
- ☐ Public Programs Manager/Outreach Coordinator
- ☐ Visitor Services Manager
- ☐ Visitor Research & Evaluation B/Visitor Research Associate or Assistant
- ☐ NONE OF THESE POSITIONS

For the positions you selected, please type in the remaining information. For gender, please type in M for male, F for female or O for Choose not to respond. Please type in the age and yearly salary in numeric digits. For Position Type, please type in FTE for full-time employee, PTE for part-time employee or Vol for Volunteer. For Highest Degree Earned, please type in the abbreviation of the academic degree, such as G.E.D. for high school or B.A. or B.S. for a four-year college.

Position	Gender (M/F/O)	Age	Yearly Salary	Position Type (FTE/PTE/Vol)	Highest Degree Earned (e.g. B.A., Ph.D.)
<Position/s Selected>					

EXHIBITIONS

Check all positions that were filled at your museum as of Dec. 31, 2013. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid) or volunteer (unpaid) employee or filled by someone working as an independent contractor/consultant.

- ☐ Exhibition Designer/Chief of Exhibitions
- ☐ Coordinator of Exhibitions
- ☐ Technician/Preparator
- ☐ NONE OF THESE POSITIONS

For the positions you selected, please type in the remaining information. For gender, please type in M for male, F for female or O for Choose not to respond. Please type in the age and yearly salary in numeric digits. For Position Type, please type in FTE for full-time employee, PTE for part-time employee or Vol for Volunteer. For Highest Degree Earned, please type in the abbreviation of the academic degree, such as G.E.D. for high school or B.A. or B.S. for a four-year college.

Position	Gender (M/F/O)	Age	Yearly Salary	Position Type (FTE/PTE/Vol)	Highest Degree Earned (e.g. B.A., Ph.D.)
<Position/s Selected>					

EXTERNAL AFFAIRS

Check all positions that were filled at your museum as of Dec. 31, 2013. Please review the list carefully, as you will only be asked to provide additional information for positions that you select on this page. You should check any position that was filled by a full-time (paid), part-time (paid) or volunteer (unpaid) employee or filled by someone working as an independent contractor/consultant.

- ☐ Vice President/Director of External Affairs
- ☐ Director of Marketing
- ☐ Development A, Vice President/Director of Development
- ☐ Development B
- ☐ Major Gifts Officer
- ☐ Grants Manager
- ☐ Public Relations A, Director of Public Relations
- ☐ Public Relations B
- ☐ Membership A, Director of Membership
- ☐ Membership B
- ☐ Volunteer Coordinator
- ☐ Director of Publications/Editor
- ☐ Museum Store Manager
- ☐ Functions Manager (Rentals/Special Events)
- ☐ Social Media Manager
- ☐ Web Manager
- ☐ Graphic Designer
- ☐ NONE OF THESE POSITIONS

For the positions you selected, please type in the remaining information. For gender, please type in M for male, F for female or O for Choose not to respond. Please type in the age and yearly salary in numeric digits. For Position Type, please type in FTE for full-time employee, PTE for part-time employee or Vol for Volunteer. For Highest Degree Earned, please type in the abbreviation of the academic degree, such as G.E.D. for high school or B.A. or B.S. for a four-year college.

Position	Gender (M/F/O)	Age	Yearly Salary	Position Type (FTE/PTE/Vol)	Highest Degree Earned (e.g. B.A., Ph.D.)
<Position/s Selected>					

FULL-TIME EMPLOYEES

Which, if any, of the following benefits does your museum offer to full-time (paid) employees? Consider a benefit "offered" if it is available to all or most full-time employees.

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q41 Does your museum offer any of the benefits listed above to part-time employees?

- ☐ Yes
- ☐ No
- ☐ N/A (does not employ part-time employees)

Answer If Does your museum offer any of the benefits listed above to part-time employees? Yes Is Selected

PART-TIME EMPLOYEES

Do part-time employees need to work a minimum number of hours per week to qualify for benefits?

- ☐ Yes, they must work a minimum number of hours per week (please indicate how many hours): _____
- ☐ No

Answer If Does your museum offer any of the benefits listed above to part-time employees? Yes Is Selected

Which, if any, of the following benefits does your museum offer to part-time (paid) employees? Consider a benefit "offered" if it is available to any qualified part-time employees.

	NOT Offered	Offered (paid in FULL by the museum)	Offered (paid in PART by the museum)	Offered, but NOT paid by the museum
Health insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee only)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance (for employee plus spouse/partner and/or dependents)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term disability insurance (LTD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term disability insurance (STD)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term care insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance program (EAP); e.g., programs that help employees deal with personal problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q44 Does your museum offer retirement benefits to any employee?

- ☐ Yes
- ☐ No

DEFINED BENEFIT

Does your museum offer a defined benefit retirement plan? This is a traditional “pension plan” in which employees receive a specific pension amount that is based on their length of service, salary history and/or other factors. These plans are typically funded by employers rather than employee contributions.

- ☐ Yes
- ☐ No, we offer a different type of retirement plan

<If No is Selected, Then Skip To DEFINED CONTRIBUTION>

Who is qualified to participate in this retirement plan?

- ☐ ALL full-time employees
- ☐ SOME full-time employees
- ☐ NO full-time employees
- ☐ ALL part-time employees
- ☐ SOME part-time employees
- ☐ NO part-time employees

What is the minimum, maximum and “typical” percentage of a qualifying employee’s salary that your museum contributes to this retirement plan? Please enter a single percentage in each box, not a range. Enter as percentages (such as 3.5% or 5%), not decimal values (such as .035 or .05).

Minimum

“Typical”

Maximum

DEFINED CONTRIBUTION

Does your museum offer a defined contribution retirement plan, such as a 401(k), 403(b) or 457 plan? Under these plans, employees pay into a retirement fund and the employer may match some or all of their contributions.

- ☐ Yes
- ☐ No, we offer a different type of retirement plan

<If No is Selected, Then Skip To DEFINED CONTRIBUTION>

Who is qualified to participate in this retirement plan?

- ☐ ALL full-time employees
- ☐ SOME full-time employees
- ☐ NO full-time employees
- ☐ ALL part-time employees
- ☐ SOME part-time employees
- ☐ NO part-time employees

Does your museum match any employee contributions to this plan?

- ☐ Yes
- ☐ No

<Answer If Does your museum match any employee contributions to this plan? Yes Is Selected>

Briefly describe your museum’s policy and the percentage(s) offered when matching employee contributions to this retirement plan.

OTHER RETIREMENT BENEFIT

Please indicate if your museum offers any other kind of retirement/pension plan. If yes, then briefly describe the plan, to whom it is offered and whether contributions are made by the employees and/or the museum.

- ☐ No
- ☐ Yes, we offer another type of retirement plan _____

Additional Benefits

Which of the following additional benefits does your museum offer? There are separate columns for full-time and part-time employees, and you can check whether the benefit is offered to all, some (even one) or no employees in each category.

	FULL-TIME			PART-TIME		
	All	Some	None	All	Some	None
Annual bonus	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Child care assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flex-time/flexible working hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible medical spending accounts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internal museum discounts (museum shop, restaurant, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sabbatical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional development fees paid (in full or in part)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional memberships paid (in full or in part)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Release time (paid) for continuing education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telecommuting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How does your museum define paid time off? Check the one option that best describes how paid time off is defined for most full-time employees.

- ☐ We offer separately defined days for holidays, vacation days and sick days.
- ☐ We keep holidays separate but combine the number of vacation days and sick days offered.
- ☐ We combine holidays, vacation days and sick days for a total number of paid days off.
- ☐ We do not offer any paid time off; that is, no paid holidays, vacation days or sick days.
- ☐ Other (explain): _____

Does your museum have a published personnel policy/handbook?

- ☐ Yes
- ☐ No
- ☐ Not Sure

Does your museum provide employees with a formal annual performance review?

- ☐ Yes, for ALL full-time employees
- ☐ Yes, for SOME full-time employees
- ☐ NOT for full-time employees
- ☐ Yes, for ALL part-time employees
- ☐ Yes, for SOME part-time employees
- ☐ NOT for part-time employees

This is the final section of the survey!

We have two optional, open-ended questions for you to consider. Once you click the SUBMIT button, the survey will be complete. Thank you for your time and attention to this important project. Remember that any museum that submits a completed survey by April 18, 2014, will receive a complimentary copy of the analysis when it is published in 2014. Questions? Please contact us at AAMsurvey@newknowledge.org.

Are there any key staff positions at your museum that were not included in this survey?

- ☐ No
- ☐ Yes

<Answer If Are there any key staff positions at your museum that were not included in this survey? Yes Is Selected>

Please list the key staff positions at your museum that were not included in this survey.

Are there other questions we might have asked, but didn't? (You can also use this space to comment on any other aspect of the survey.)

When you have completed filling out the survey please click "submit".

- ☐ Submit

Appendix C

Supplemental Information on Director/CEO/President and Vice President/Deputy/Associate/Assistant Director

Director/CEO/President Additional Information

Bonuses and Deferred Compensation in Fiscal Year 2013

	CEO Percent Increase	CEO Bonus	Past 12 month deferred compensation	Deferred compensation received in next 12 months
M	2.2%	\$4,694	\$1,973	\$2,078
Median	2%			\$-
SD	5.5%	\$14,049	\$6,559	\$7,012

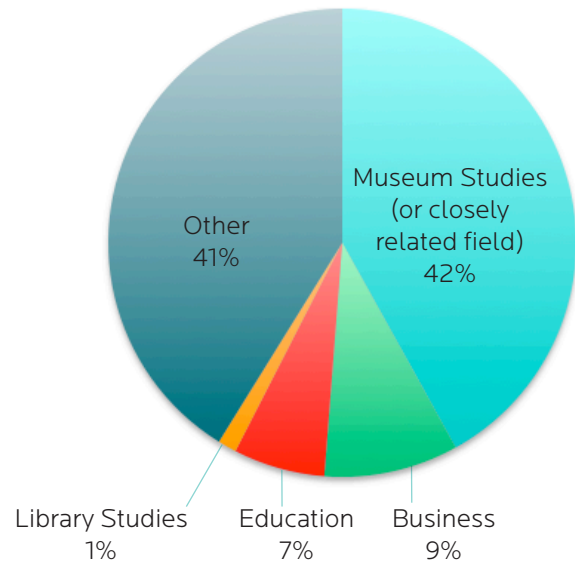
Insurance Benefits

	Not offered	Paid in full by museum	Paid in part by museum	Not paid by museum	n
Health employee only	26.3%	24.2%	44.8%	4.7%	745
Health family	32.2%	8.0%	43.2%	16.7%	774
Dental employee only	38.1%	15.6%	33.3%	13.0%	738
Dental family	38.9%	6.9%	33.8%	20.4%	764
Life	38.1%	37.3%	15.3%	9.3%	764
LTD	45.0%	30.4%	10.0%	14.6%	760
STD	49.8%	23.3%	9.7%	17.2%	751
Long term care insurance	72.4%	4.8%	4.8%	18.1%	731
EAP	55.4%	27.9%	10.7%	6.0%	749

Does the Museum Offer Retirement Benefits?

yes	58.8%
no	41.2%
n	790

CEO Field of Study (n = 775)



Years in Present Position as of December 31, 2013

The average amount of time that CEO's were reported holding their position was 10 years with a standard deviation of 7 years and a median of 8 years. The minimum recorded time was one year and the maximum amount of time recorded was 27 years. First and third quartiles were 4 and 13.25 years respectively.

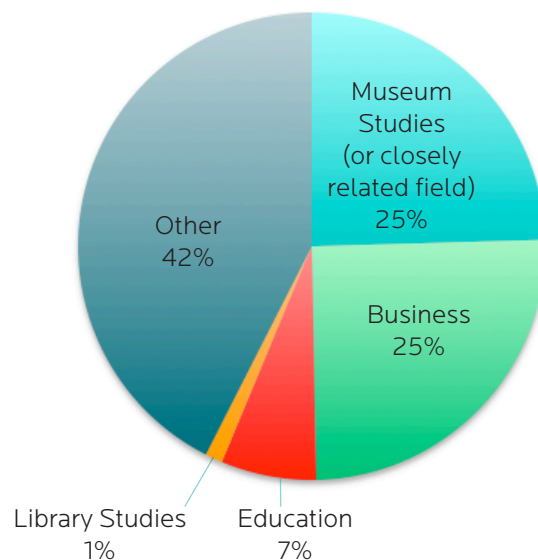
Vice-President/Deputy/ Associate/ Assistant Director for Administration/ Operations Additional Information

Number of paid staff in this position as of December 31, 2013

	Full Time	Part Time
0	10.22%	90.75%
1	84.41%	7.51%
2	2.69%	0.00%
3	2.15%	0.00%
4 or more	0.54%	1.73%
n	186	173

Does this person or these people supervise other staff at the museum? n=185
Ninety percent of people in this position supervise other staff at the museum.

Field of Study (n= 167)



Years in Present Position as of December 31, 2013

The minimum time anyone was described in this position was one year. The median time spent in this position was 7 years and the maximum amount of time recorded in this position was 27 years. The first and third quartiles were 4 and 11 years respectively.



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